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ABSTRACT

This volume presents data from the 13th annual survey of faculty salaries by discipline and rank in the nation's public colleges and universities. Three hundred and seven institutions participated in the survey. Data are presented by disciplines and major field and for both institutions with and without collective bargaining. A final table presents discipline averages in all major fields. A comparison of increases in annual overall salary averages for all institutions over the past 7 years found that average salary for all ranks had increased from $32,980 to $45,951. Other highlights included the following: (1) engineering led the salary survey in overall average salaries at $57,396, (2) 22 of the 55 disciplines had average salaries above the overall average, (3) 38 of the 55 disciplines/major fields had at least one faulty member's salary of $100,000 or more for the 9-10 month academic year, (4) the highest salary was a professor earning $182,130 in mathematics, (5) the disciplines with the lowest percentages at the professor rank were health professions (nursing, physical therapy, and occupational therapy) and library and archival sciences, and (6) the disciplines with the highest percentages of new assistant professors were protective services, and health professions (physical therapy). Appendices list participating institutions and describe a data product service that provides special sets of data to institutions for salary comparison analysis. (JB)

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1993-94 National Faculty Salary Survey

by Discipline and Rank in Public Colleges and Universities

College and University
Personnel Association
Washington, DC

in conjunction with

Appalachian State University
Boone, NC

ABOUT CUPA

The College and University Personnel Association (CUPA) is an international network of more than 5,500 human resource administrators representing over 1,700 colleges and universities as well as others interested in the advancement of the human resource profession.

The primary goal of the Association is to promote the effective management and development of human resources in higher education. CUPA works to achieve this goal by providing a forum for the exchange of ideas through annual conventions, workshops, and seminars; annual research and analysis on administrative and faculty salaries, benefits, and other surveys and special study reports; and periodicals, monographs, books, and videotapes on topics of interest to human resource practitioners.

Through its national office in Washington, DC, the Association keeps its members abreast of the most recent legislative and benefits information impacting human resource management and communicates that information to members through columns such as Legal Watch and Benefits Watch in the semimonthly newsletter, *CUPA News*. To keep members up to date on the latest information, *Special Benefits Alerts* are mailed as events happen.

The Board of Directors, comprised of elected regional and national officers from CUPA member institutions, provide governance and leadership to the Association. CUPA offers seven types of membership—Institutional, Individual, Retiree, Student, Associate, Corporate, and International Associate.

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This CUPA *1993-94 National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with headquarters in Washington, DC, cooperated with Appalachian State University in Boone, NC, to produce this survey report.

Special thanks go to CUPA Executive Director Dr. Richard C. Creal, Susan E. Cipollini, Membership and Research Services Supervisor, Lois M. Vincent, Survey Research Coordinator, and to the CUPA Executive Committee for their continued support of this annual national survey. Appreciation is also sincerely expressed to all members of the CUPA Survey Advisory Committee over the past few years for their enthusiasm and insights.

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Ruby Dunn, Administrative Assistant, Office of Equal Opportunity Programs
Keith Alexander Erwin, undergraduate student in Political Science
Kimberly Michelle Murdock, graduate student in Psychology
Bonnie Van Vlymen, Researcher, Office of Equal Opportunity Programs

M. L. Gilliam, recently retired Associate Vice President of Planning, Budget, and Institutional Research, Oklahoma State University, Stillwater, served as codirector of the project and provided the final crucial link in the effort. This survey used his model for both collecting and analyzing the data. He was ably assisted by his colleague, Lee Tarrant, Assistant Director of Institutional Research, who directed the data processing.

Finally, very special thanks go to those 307 public college and university chancellors and presidents whose institutions participated in this survey.

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EXECUTIVE SUMMARY

For the 13th consecutive year (1981-92 through 1993-94) the College and University Personnel Association (CUPA), Washington, DC, in conjunction with Appalachian State University, Boone, NC, have researched and produced an annual survey of faculty salaries by discipline and rank in the nation's public colleges and universities. This *1993-94 National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities*, involved 307 public colleges and universities.

A "broad brush" comparison of increases in annual overall salary averages for all participating institutions over the last seven years (beginning with a comparison of the "base year" of 1986-87) are listed below. Please note that although a majority of the participating colleges and universities are the same in each of the years, there is a significant minority of colleges and universities that are different.

	"Base Year"							
Survey Year:	**1986-87**	**1987-88**	**1988-89**	**1989-90**	**1990-91**	**1991-92**	**1992-93**	**1993-94**
Number Of Institutions:	**261**	**272**	**281**	**278**	**282**	**290**	**269**	**307**
Number Of Faculty:	**63,490**	**68,617**	**73,412**	**72,985**	**74,763**	**82,109**	**72,223**	**88,733**
Average Salary For All Ranks:	**$32,980**	**$34,951**	**$36,967**	**$39,020**	**$40,607**	**$42,352**	**$44,391**	**$45,951**
Percentage Increase of Salary Annually:	**0.00%**	**5.98%**	**5.77%**	**5.55%**	**4.07%**	**4.30%**	**4.81%**	**3.51**

Again this year, the Discipline/Major Field of Engineering/Engineering leads the salary survey ($57,396) in overall average salaries with a Salary Factor of 1.25, or 25 percent above the average (1.00) of all 55 Disciplines/Major Fields. The "top five" for 1993-94 are as follows:

1. Engineering/Engineering ..... 1.25 - $57,396
2. Business Management & Administrative Services/Accounting ..... 1.18 - $54,293
3. Business Management & Administrative Services/Business Marketing and Marketing Management ..... 1.17 - $53,842
4. Business Management & Administrative Services/Business Administration and Management/General ..... 1.16 - $53,430
5. Business Management & Administrative Services/Business Management and Administrative Services ..... 1.16 - $53,185

Twenty-two of the 55 Disciplines/Major Fields (40%) had average salaries above the 1.00 overall average. Also, 38 (69%) of the 55 Disciplines/Major Fields had at least one faculty member's salary of $100,000 or more for the 9-10 month academic year. The highest salary was a professor earning $182,130 in Mathematics/Mathematics.

Although the average Fac Mix (Faculty Mix Percentage) of professors in the survey was 0.36 or 36 percent, 20 Disciplines/Major Fields had 40 percent or higher of their faculty at the professor rank. Those with the highest percentages at the professor rank are as follows:

1. Physical Sciences/Physics, General 52%
2. Physical Sciences/Chemistry, General 51%
3. Physical Sciences/Geology 51%
4. Social Sciences and History/History, General 49%

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Those with the lowest percentages at the professor rank are as follows:

1. Health Professions & Related Sciences/Nursing (R.N. Training) 9%
2. Health Professions & Related Sciences/Physical Therapy 10%
3. Library and Archival Sciences/Library Science 14%
4. Health Professions & RelatedSciences/Occupational Therapy 15%

The average percentage of New Asst Profs (New Assistant Professors) in the survey is 0.04 or 4 percent. Those Disciplines/Major Fields with the highest percentages of New Asst Profs are as follows:

1. Protective Services/Protective Services 8%
2. Health Professions & Related Sciences/Physical Therapy 7%

Those with the lowest percentages of New Asst Profs are as follows:

1. Business Management & Administration/
   Administrative Assistant/Secretarial Sciences, General 1%
2. Health Professions & Related Sciences/
   Speech-Language Pathology and Audiology 2%

Obviously, numerous analyses of the data may be made from the survey. To address individual institutional data needs, "Special Studies" (computer printouts) of 10 or more institutions are available from the data base and may be requested from CUPA for a nominal fee. These studies consist of salary comparisons between either an institution and 10 or more other institutions or salary comparisons of institutions with similar sets of characteristics (i.e. enrollment, faculty, administrative staff, geographical location, and/or budget). **Confidentiality of Data Is Guaranteed**—no institutional datum is released. *Please see the Special Study Order Form on page 45.*

Finally, a series of articles describing the changes in average salary within individual Disciplines/Major Fields and specific ranks compared with the Consumer Price Index over time are written annually by Dr. Richard D. Howe, Director of the CUPA Faculty Salary Surveys (public and private), and are published in ERIC's *Resources in Education*. Each article consists of four-year, salary-trend data from the CUPA data base on a "rolling" basis for most of the applicable Disciplines/Major Fields beginning in 1986 for the years 1982-83 through 1985-86, etc., using data from the same public and private institutions for both study years.

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on human resource issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the council to the CUPA Board of Directors for approval.

Once the board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Later, with many more disciplines/program areas, 227 institutions participated in 1982-83; 213 participated in 1983-84; 262 participated in 1984-85; 262 participated in 1985-86; 261 participated in 1986-87; 272 participated in 1987-88; 281 participated in 1988-89; 278 participated in 1989-90; 282 participated in 1990-91; 290 participated in 1991-92; 269 participated in 1992-93; and, 307 participated in 1993-94.

This 1993-94 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year (1993-94), the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs, 1990*, and many of the four-and six-digit areas. The results are released in the spring of each new year so that the most current data can be effectively used by line administrators.

For the 10th straight year (1984-85 through 1993-94), information was collected from participating colleges and universities holding collective bargaining contracts with their faculty. It is anticipated that this will continue so that "special studies" and other studies can be requested by institutions at a nominal fee. The names of all participating institutions for the last 10 years of the survey are listed in Appendix A.

We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA or to Dr. Richard D. Howe at Appalachian State University.

The Need

Data on faculty compensation currently are being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. Specifically, data about salaries at different ranks and within specific disciplines for different types of

institutions are missing. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey attempts to address these needs by collecting data on 55 disciplines of participating public colleges and universities in the U.S. and comparing the average, low, and high salaries by faculty ranks across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 307 public institutions that participated in the survey this year. Also collected are percentages of teaching faculty by rank in a given discipline.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate renumeration for services of teaching and other responsibilities. In this marketplace, a faculty member needs to know what to request, based on the salaries of his or her peers. The administrator needs to know how much to pay for quality faculty without committing more than he or she can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. This faculty salary survey collects institutional characteristics such as classification, affiliation, geographical location, budget and Full Time Equivalency (FTE) of student enrollment, faculty, and staff. An institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional datum will be released by CUPA. The special studies data are aggregate data of 10 or more institutions and with four or more data elements in each cell.

For the 10th straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies that will provide them with both a percentile ranking for each discipline and for each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Finally, those insitutions that participated in the tenth (1990-91) and thirteenth (1993-94) surveys may request salary-trend studies by selected discipline and/or by all disciplines in the study comparing their institutions both with the whole group of participating institutions and/or with a selected number of 10 or more.

Other institutions that have participated in at least one of the surveys may have their data compared with the trend data in any configuration of 10 or more institutions. (Please understand, that only cells with four or more data elements are used.) Institutions that have *not* participated in any of the surveys may still request salary data of 10 or more institutions that have participated in any one or more of the surveys.

To order a Special Study, please use the Order Form on page 45.

HIGHLIGHTS

Methodology

This CUPA *1993-94 National Faculty Salary Survey by Discipline and Rank in Public Colleges and Universities* provides data collected and tabulated about full-time salaries for faculty in 55 selected disciplines. These were chosen from among the disciplines defined by *A Classification of Instructional Programs (CIP), 1990.* Please see the Data Tables for the list of Disciplines/Major Fields used. The faculty salaries of 88,733 faculty members are found in the Data Tables. The list of 307 public institutions that participated in the annual survey in 1993-94 is found in Appendix A. Also listed in Appendix A are all of the public colleges and universities that have participated in the annual survey from 1984-85 through 1993-94.

Analysis Of Data

To organize the data and permit comparisons among disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined in the following section.

Note: Users of this survey may find the category "New Assistant Professor" especially useful in making hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

Salary—based on a 9- or 10-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

Average Salary—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

High Salary—the highest salary for any full-time individual of the defined group for which the information is reported.

Low Salary—the lowest salary for any full-time individual of the defined group for which the information is reported.

Fac Mix Pct—the percentage of faculty in a given Discipline/Major Field who hold a given academic rank. For example, a Fac Mix Pct factor of 0.33 for associate professor of accounting means that 33 percent of the faculty in that Discipline/Major Field hold the rank of associate professor.

Salary Factor—for a given rank of a given Discipline/Major Field, the ratio of the average salary to the total average salary of all institutions. For example, a Salary Factor of 1.33 for assistant professors of accounting is 33 percent higher than the average salary of all assistant professors of all institutions which participated in the survey.

Rank—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

Num—the number of faculty members whose salaries were included to compute the average salary.

N/IS—the number of institutions that have reported salary data for a given academic rank and a given Discipline/Major Field.

Participating Institutions—the number of institutions responding to the survey questionnaire.

New Asst Prof—the grouping of assistant professors who were hired for the first time in fall 1993. All data for this group were included in the Asst Prof group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: Business/Managerial Economics and Communications:

1. *Size of the Sample*. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for Business/Managerial Economics (BE) as compared with Communications (C):

	Num	N/IS
BE	883	100
C	2082	214

2. *Average Salary*. The average salary for every rank in Business/Managerial Economics was higher than in Communications:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	58691	49480	45034	47408	29318	50637
C	54027	42677	35009	34538	27206	40676

3. *High and Low Salaries*. In Business/Managerial Economics the high salaries are higher than in Communications at the Assistant Professor and New Assistant Professor ranks. In Communications the high salaries are higher at the Professor, Associate Professor and Instructor ranks. The low salaries in Business/Managerial Economics are higher in every rank.

High Salary:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	89600	73494	67246	60000	46016	89600
C	106039	80863	63727	50500	52571	106039

Low Salary:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	36208	25920	25350	30000	20000	20000
C	35928	22102	23250	23500	13000	13000

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4. *Faculty Mix Percentage (Fac Mix Pct).* The percentages of faculty in each rank are dissimilar. For example, in Business/Managerial Economics, 34 percent of the faculty hold the rank of Professor compared with Communications where 24 percent of the faculty hold the rank of Professor. This clearly indicates that Business/Managerial Economics is an "older" discipline whereas Communications is a relatively "newer" discipline. The comparisons for all ranks between the two major fields are as follows (note that the New Asst Prof percentage is included in Asst Prof and each percentage has been rounded up):

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	.34	.34	.29	.04	.03	1.00%
C	.24	.26	.37	.04	.13	1.00%

It is interesting to note how the faculty mix percentage differs among a relatively "newer" major field like Nursing (N) and an "older" field like Philosophy and Religion (PR), and also how these differences compare with the overall average of All Majoar Fields (AMF) in the survey. The comparison for the major fields of Nursing (N), Philosophy and Religion (PR), and for the overall survey average of All Major Fields (AMF) are noted below:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
N	.09	.26	.49	.05	.15	1.00%
PR	.45	.30	.23	.05	.02	1.00%
AMF	.36	.29	.29	.04	.07	1.00%

5. *Salary Factor.* This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 100 percent, represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, in Business/Managerial Economics the average salary of Professor is 3 percent above the average salary of all Professors from all reporting institutions and is 8 percent above the average salary of Professors in Communications. The salary factors also show that for every rank the average salary for Business/Managerial Economics faculty is higher than the average salary for Communications Faculty:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	1.03	1.10	1.21	1.33	1.05	1.10
C	.95	.95	.94	.97	.98	.89

In all 55 major discipline fields, collective bargaining faculty have a higher salary factor than non-collective bargaining faculty. One hundred five (105) of the 307 participating institutions (34%) had collective bargaining contracts with their faculties. The average salary for collective bargaining institutions is 22.12 percent higher than for non-collective bargaining institutions in the survey.

List of Selected Disciplines and Major Fields and the Data Tables

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: AGRICULTURAL BUSINESS AND PRODUCTION

MAJOR FIELD: AGRICULTURAL BUSINESS AND PRODUCTION 010000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54845	237	48	44297	176	47	37066	160	43	32837	18	17	26568	18	13	46029	591	57
HIGH SALARY	164134			76932			65462			40200			39899			164134		
LOW SALARY	17500			32572			22646			27700			11475			11475		
FAC MIX PCT	0.40			0.30			0.27			0.03			0.03			1.00		
SALARY FACTOR	0.96			0.98			1.00			0.92			0.95			1.00		
#1 AVERAGE SALARY	48964	166		39884	113		34265	111		32785	16		25794	15		41543	405	
HIGH SALARY	73605			51892			56896			40200			36998			73605		
LOW SALARY	17500			32572			24620			27700			11475			11475		
FAC MIX PCT	0.41			0.28			0.27			0.04			0.04			1.00		
SALARY FACTOR	0.86			0.88			0.92			0.92			0.92			0.90		
#2 AVERAGE SALARY	68595	71		52211	63		43411	49		33247	2		30440	3		55795	186	
HIGH SALARY	164134			76932			65462			35001			39899			164134		
LOW SALARY	41748			36135			22646			31493			24000			22646		
FAC MIX PCT	0.38			0.34			0.26			0.01			0.02			1.00		
SALARY FACTOR	1.20			1.16			1.17			0.93			1.09			1.21		

DISCIPLINE: ARCHITECTURE AND RELATED PROGRAMS

MAJOR FIELD: ARCHITECTURE AND RELATED PROGRAMS 040000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56120	135	29	46585	140	30	37513	135	31	36314	19	10	33007	8	6	46474	418	34
HIGH SALARY	100000			76932			64595			45000			44175			100000		
LOW SALARY	36087			32514			23500			30000			25250			23500		
FAC MIX PCT	0.32			0.33			0.32			0.05			0.02			1.00		
SALARY FACTOR	0.98			1.03			1.01			1.02			1.18			1.01		
#1 AVERAGE SALARY	52562	78		43474	96		36100	94		35898	15		30683	3		43390	271	
HIGH SALARY	73115			62020			50000			45000			35000			73115		
LOW SALARY	36087			32514			23500			30000			25250			23500		
FAC MIX PCT	0.29			0.35			0.35			0.06			0.01			1.00		
SALARY FACTOR	0.92			0.96			0.97			1.01			1.10			0.94		
#2 AVERAGE SALARY	60990	57		53372	44		40753	41		37875	4		34402	5		52160	147	
HIGH SALARY	100000			76932			64595			45000			44175			100000		
LOW SALARY	42189			38580			31315			32000			26179			26179		
FAC MIX PCT	0.39			0.30			0.28			0.03			0.03			1.00		
SALARY FACTOR	1.07			1.18			1.10			1.06			1.23			1.14		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: AREA, ETHNIC, AND CULTURAL STUDIES
MAJOR FIELD: AREA, ETHNIC, AND CULTURAL STUDIES 050000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	62194	113	33	50302	108	39	38311	78	34	38768	13	10	35592	11	6	51097	310	52
HIGH SALARY	116749			82446			76309			72838			48678			116749		
LOW SALARY	37650			30417			28766			29500			26057			26057		
FAC MIX PCT	0.36			0.35			0.25			0.04			0.04			1.00		
SALARY FACTOR	1.09			1.11			1.03			1.09			1.28			1.11		
#1 AVERAGE SALARY	58996	22		41940	27		35214	39		32980	5		30000	2		42929	90	
HIGH SALARY	86400			59000			44109			37000			33000			86400		
LOW SALARY	39000			31824			28766			29500			27000			27000		
FAC MIX PCT	0.24			0.30			0.43			0.06			0.02			1.00		
SALARY FACTOR	1.04			0.93			0.95			0.93			1.08			0.93		
#2 AVERAGE SALARY	62967	91		53089	81		41408	39		42386	8		36834	9		54439	220	
HIGH SALARY	116749			82446			76309			72838			48678			116749		
LOW SALARY	37650			30417			29514			31258			26057			26057		
FAC MIX PCT	0.41			0.37			0.18			0.04			0.04			1.00		
SALARY FACTOR	1.10			1.18			1.11			1.19			1.32			1.18		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: COMMUNICATIONS 090000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54027	509	162	42677	545	172	35009	764	194	34538	77	55	27206	264	111	40676	2082	214
HIGH SALARY	106039			80863			63727			50500			52571			106039		
LOW SALARY	35928			22102			23250			23500			13000			13000		
FAC MIX PCT	0.24			0.26			0.37			0.04			0.13			1.00		
SALARY FACTOR	0.95			0.95			0.94			0.97			0.98			0.89		
#1 AVERAGE SALARY	49883	264		40053	323		33234	492		32777	42		26737	210		37294	1289	
HIGH SALARY	74945			61490			48000			48000			52571			74945		
LOW SALARY	35980			22102			23250			23500			13000			13000		
FAC MIX PCT	0.20			0.25			0.38			0.03			0.16			1.00		
SALARY FACTOR	0.88			0.89			0.89			0.92			0.96			0.81		
#2 AVERAGE SALARY	58492	245		46496	222		38218	272		36652	35		29029	54		46173	793	
HIGH SALARY	106039			80863			63727			50500			37344			106039		
LOW SALARY	35928			30652			25650			29000			20808			20808		
FAC MIX PCT	0.31			0.28			0.34			0.04			0.07			1.00		
SALARY FACTOR	1.03			1.03			1.03			1.03			1.04			1.00		

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Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: COMMUNICATION TECHNOLOGIES
MAJOR FIELD: Educational/Instructional Media Tech./Technician 100101

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	54537	43	18	42764	57	20	35642	51	19	36347	9	7	27988	29	9	41178	180	25
HIGH SALARY	70543			58041			46393			44891			44880			70543		
LOW SALARY	41160			26940			27775			31400			19605			19605		
FAC MIX PCT	0.24			0.32			0.28			0.05			0.16			1.00		
SALARY FACTOR	0.96			0.95			0.96			1.02			1.00			0.90		
#1 AVERAGE SALARY	51235	25		37883	28		34492	24		36296	5		25673	22		37719	99	
HIGH SALARY	68893			52418			42878			39167			33636			68893		
LOW SALARY	41160			26940			28224			33246			19605			19605		
FAC MIX PCT	0.25			0.28			0.24			0.05			0.22			1.00		
SALARY FACTOR	0.90			0.84			0.93			1.02			0.92			0.82		
#2 AVERAGE SALARY	59123	18		47476	29		36665	27		36410	4		35264	7		45405	81	
HIGH SALARY	70543			58041			46393			44891			44880			70543		
LOW SALARY	41749			35760			27775			31400			27512			27512		
FAC MIX PCT	0.22			0.36			0.33			0.05			0.09			1.00		
SALARY FACTOR	1.04			1.05			0.99			1.02			1.26			0.99		

DISCIPLINE: COMPUTER & INFORMATION SCIENCE
MAJOR FIELD: COMPUTER AND INFORMATION SCIENCES 110000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	64421	651	184	51588	774	210	45093	777	218	43612	83	57	30563	182	84	51370	2384	248
HIGH SALARY	147084			96686			86288			55500			54500			147084		
LOW SALARY	37350			20532			22000			25985			17000			17000		
FAC MIX PCT	0.27			0.32			0.33			0.03			0.08			1.00		
SALARY FACTOR	1.13			1.14			1.21			1.22			1.10			1.12		
#1 AVERAGE SALARY	59423	335		49234	469		44048	515		44613	59		30305	134		47999	1453	
HIGH SALARY	106265			84700			78492			55500			54500			106265		
LOW SALARY	37350			20532			22000			25985			17000			17000		
FAC MIX PCT	0.23			0.32			0.35			0.04			0.09			1.00		
SALARY FACTOR	1.04			1.09			1.18			1.25			1.09			1.04		
#2 AVERAGE SALARY	69720	316		55208	305		47147	262		41151	24		31283	48		56631	931	
HIGH SALARY	147084			96686			86288			52500			47680			147084		
LOW SALARY	40482			30775			28027			31445			21000			21000		
FAC MIX PCT	0.34			0.33			0.28			0.03			0.05			1.00		
SALARY FACTOR	1.22			1.22			1.27			1.15			1.12			1.23		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: EDUCATION
130000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53463	1583	201	42473	1425	207	35136	1500	205	34549	231	105	27427	298	94	42870	4806	216
HIGH SALARY	131928			79280			73186			73706			52000			131928		
LOW SALARY	30735			14833			15338			12103			14400			12103		
FAC MIX PCT	0.33			0.30			0.31			0.05			0.06			1.00		
SALARY FACTOR	0.94			0.94			0.94			0.97			0.98			0.93		
#1 AVERAGE SALARY	50384	959		40601	904		34060	1004		32478	140		26562	220		40512	3087	
HIGH SALARY	98880			69388			73186			45000			52000			98880		
LOW SALARY	30735			14833			15338			19794			14400			14400		
FAC MIX PCT	0.31			0.29			0.33			0.05			0.07			1.00		
SALARY FACTOR	0.88			0.90			0.92			0.91			0.95			0.88		
#2 AVERAGE SALARY	58196	624		45721	521		37313	496		37734	91		29867	78		47104	1719	
HIGH SALARY	131928			79280			63095			73706			48788			131928		
LOW SALARY	33660			30400			25076			12103			20400			12103		
FAC MIX PCT	0.36			0.30			0.29			0.05			0.05			1.00		
SALARY FACTOR	1.02			1.01			1.00			1.06			1.07			1.03		

DISCIPLINE: EDUCATION
MAJOR FIELD: Curriculum and Instruction
130301

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53940	375	66	44101	302	71	35024	342	68	34473	57	28	26812	86	31	43285	1105	75
HIGH SALARY	120562			80335			63095			48231			38880			120562		
LOW SALARY	35700			29536			23229			25000			18744			18744		
FAC MIX PCT	0.34			0.27			0.31			0.05			0.08			1.00		
SALARY FACTOR	0.95			0.98			0.94			0.97			0.96			0.94		
#1 AVERAGE SALARY	49188	254		40337	194		33504	254		33785	44		26395	76		39634	778	
HIGH SALARY	73340			62530			50351			48231			38880			73340		
LOW SALARY	35700			29536			23229			25000			18744			18744		
FAC MIX PCT	0.33			0.25			0.33			0.06			0.10			1.00		
SALARY FACTOR	0.86			0.89			0.90			0.95			0.95			0.86		
#2 AVERAGE SALARY	63915	121		50864	108		39412	88		36800	13		29976	10		51972	327	
HIGH SALARY	120562			80335			63095			44184			36350			120562		
LOW SALARY	38224			29700			27448			31828			21807			21807		
FAC MIX PCT	0.37			0.33			0.27			0.04			0.03			1.00		
SALARY FACTOR	1.12			1.13			1.06			1.03			1.07			1.13		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: Education Administration and Supervision, General 130401

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55138	299	84	43943	223	77	36946	154	69	36736	19	18	28352	13	8	46943	689	95
HIGH SALARY	85284			65186			58460			47081			33000			85284		
LOW SALARY	36153			26848			25600			25600			22946			22946		
FAC MIX PCT	0.43			0.32			0.22			0.03			0.02			1.00		
SALARY FACTOR	0.97			0.97			0.99			1.03			1.02			1.02		
#1 AVERAGE SALARY	53659	195		42522	132		36255	99		36303	14		28352	13		45636	439	
HIGH SALARY	81285			63937			54682			45000			33000			81285		
LOW SALARY	36617			26848			25958			29000			22946			22946		
FAC MIX PCT	0.44			0.30			0.23			0.03			0.03			1.00		
SALARY FACTOR	0.94			0.94			0.97			1.02			1.02			0.99		
#2 AVERAGE SALARY	57912	104		46003	91		38190	55		37950	5					49238	250	
HIGH SALARY	85284			65186			58460			47081						85284		
LOW SALARY	36153			31689			25600			25600						25600		
FAC MIX PCT	0.42			0.36			0.22			0.02						1.00		
SALARY FACTOR	1.02			1.02			1.03			1.06						1.07		

DISCIPLINE: EDUCATION
MAJOR FIELD: Special Education, General 131001

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52900	257	85	42042	195	83	34925	231	93	33304	44	34	27200	38	30	42850	721	112
HIGH SALARY	90937			61962			48035			41378			37234			90937		
LOW SALARY	32000			28520			25713			25524			17010			17010		
FAC MIX PCT	0.36			0.27			0.32			0.06			0.05			1.00		
SALARY FACTOR	0.93			0.93			0.94			0.93			0.98			0.93		
#1 AVERAGE SALARY	48767	110		39352	102		32966	130		31876	22		26847	23		39126	365	
HIGH SALARY	90937			56549			44145			40000			34650			90937		
LOW SALARY	34384			28520			26229			25524			18935			18935		
FAC MIX PCT	0.30			0.28			0.36			0.06			0.06			1.00		
SALARY FACTOR	0.86			0.87			0.89			0.89			0.96			0.85		
#2 AVERAGE SALARY	55993	147		44993	93		37447	101		34733	22		27742	15		46667	356	
HIGH SALARY	83980			61962			48035			41378			37234			83980		
LOW SALARY	32000			30950			25713			27000			17010			17010		
FAC MIX PCT	0.41			0.26			0.28			0.06			0.04			1.00		
SALARY FACTOR	0.98			1.00			1.01			0.97			0.99			1.02		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: Counselor Education Counseling and Guidance Servic 131101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54322	238	72	42391	174	72	34415	168	67	32936	33	24	27382	17	11	44475	597	87
HIGH SALARY	84219			66050			52000			39204			39271			84219		
LOW SALARY	22279			31467			23259			27500			22062			22062		
FAC MIX PCT	0.40			0.29			0.28			0.06			0.03			1.00		
SALARY FACTOR	0.95			0.94			0.93			0.92			0.98			0.97		
#1 AVERAGE SALARY	49076	128		40045	95		33246	98		32677	21		26251	14		40930	335	
HIGH SALARY	84219			55525			41387			39204			30487			84219		
LOW SALARY	22279			32120			23259			27500			22062			22062		
FAC MIX PCT	0.38			0.28			0.29			0.06			0.04			1.00		
SALARY FACTOR	0.86			0.89			0.89			0.92			0.94			0.89		
#2 AVERAGE SALARY	60427	110		45213	79		36051	70		33390	12		32659	3		49009	262	
HIGH SALARY	76249			66050			52000			38168			39271			76249		
LOW SALARY	34974			31467			26469			30000			27882			26469		
FAC MIX PCT	0.42			0.30			0.27			0.05			0.01			1.00		
SALARY FACTOR	1.06			1.00			0.97			0.94			1.17			1.07		

DISCIPLINE: EDUCATION
MAJOR FIELD: Teacher Education 131300

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51834	390	82	41642	380	87	35202	434	89	34344	56	34	27388	120	43	41241	1324	101
HIGH SALARY	76640			75857			54350			41516			49500			76640		
LOW SALARY	33613			26640			22968			27000			17000			17000		
FAC MIX PCT	0.29			0.29			0.33			0.04			0.09			1.00		
SALARY FACTOR	0.91			0.92			0.95			0.96			0.98			0.90		
#1 AVERAGE SALARY	48430	191		39490	200		34056	264		33869	33		26641	73		38576	728	
HIGH SALARY	76640			63232			54350			41516			42792			76640		
LOW SALARY	33613			26640			22968			27000			17000			17000		
FAC MIX PCT	0.26			0.27			0.36			0.05			0.10			1.00		
SALARY FACTOR	0.85			0.87			0.92			0.95			0.96			0.84		
#2 AVERAGE SALARY	55101	199		44034	180		36982	170		35025	23		28548	47		44496	596	
HIGH SALARY	74813			75857			51321			39600			49500			75857		
LOW SALARY	35055			29896			24885			29000			18684			18684		
FAC MIX PCT	0.33			0.30			0.29			0.04			0.08			1.00		
SALARY FACTOR	0.97			0.98			0.99			0.98			1.02			0.97		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: EDUCATION
MAJOR FIELD: Technology Teacher Education/Industrial Arts Teach 131309

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51780	143	40	42279	109	37	36118	101	38	36610	16	9	28130	30	17	43093	383	50
HIGH SALARY	76584			58041			50873			45119			35728			76584		
LOW SALARY	33538			27140			26000			26000			21332			21332		
FAC MIX PCT	0.37			0.28			0.26			0.04			0.08			1.00		
SALARY FACTOR	0.91			0.94			0.97			1.03			1.01			0.94		
#1 AVERAGE SALARY	47134	82		40102	73		34992	75		34897	11		27870	25		39661	255	
HIGH SALARY	67586			52711			50873			42123			35728			67586		
LOW SALARY	33538			27140			26000			26000			21332			21332		
FAC MIX PCT	0.32			0.29			0.29			0.04			0.10			1.00		
SALARY FACTOR	0.83			0.89			0.94			0.98			1.00			0.86		
#2 AVERAGE SALARY	58025	61		46693	36		39365	26		40377	5		29428	5		49930	128	
HIGH SALARY	76584			58041			48035			45119			34955			76584		
LOW SALARY	41293			33251			28622			30361			24775			24775		
FAC MIX PCT	0.48			0.28			0.20			0.04			0.04			1.00		
SALARY FACTOR	1.02			1.03			1.06			1.13			1.06			1.09		

DISCIPLINE: EDUCATION
MAJOR FIELD: Reading Teacher Education 131315

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50379	88	36	42208	54	28	36297	42	27	34793	6	4	26112	14	9	43447	198	51
HIGH SALARY	84093			59307			48035			39000			33000			84093		
LOW SALARY	27500			30249			26777			27000			22736			22736		
FAC MIX PCT	0.44			0.27			0.21			0.03			0.07			1.00		
SALARY FACTOR	0.88			0.94			0.98			0.98			0.94			0.95		
#1 AVERAGE SALARY	45069	54		39475	28		34854	25		35192	4		25343	12		39618	119	
HIGH SALARY	62981			47474			39900			39000			33000			62981		
LOW SALARY	27500			30756			27000			27000			22736			22736		
FAC MIX PCT	0.45			0.24			0.21			0.03			0.10			1.00		
SALARY FACTOR	0.79			0.87			0.94			0.99			0.91			0.86		
#2 AVERAGE SALARY	58812	34		45152	26		38420	17		33995	2		30726	2		49216	79	
HIGH SALARY	84093			59307			48035			34676			32970			84093		
LOW SALARY	37674			30249			26777			33313			28481			26777		
FAC MIX PCT	0.43			0.33			0.22			0.03			0.03			1.00		
SALARY FACTOR	1.03			1.00			1.03			0.95			1.10			1.07		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: ENGINEERING
MAJOR FIELD: ENGINEERING 140000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	68097	1437	83	53805	1090	87	46007	877	84	44648	128	49	33212	61	30	57396	3465	96
HIGH SALARY	158119			90884			81516			62425			54396			158119		
LOW SALARY	37000			29337			26888			28500			20000			20000		
FAC MIX PCT	0.41			0.31			0.25			0.04			0.02			1.00		
SALARY FACTOR	1.19			1.19			1.24			1.25			1.19			1.25		
#1 AVERAGE SALARY	64291	703		51133	609		44939	565		42668	72		32354	42		53718	1919	
HIGH SALARY	120003			71644			57442			51200			44434			120003		
LOW SALARY	37000			29337			26888			28500			20000			20000		
FAC MIX PCT	0.37			0.32			0.29			0.04			0.02			1.00		
SALARY FACTOR	1.13			1.13			1.21			1.20			1.16			1.17		
#2 AVERAGE SALARY	71743	734		57188	481		47940	312		47193	56		35108	19		61960	1546	
HIGH SALARY	158119			90884			81516			62425			54396			158119		
LOW SALARY	41086			33379			28190			34149			21960			21960		
FAC MIX PCT	0.47			0.31			0.20			0.04			0.01			1.00		
SALARY FACTOR	1.26			1.27			1.29			1.32			1.26			1.35		

DISCIPLINE: ENGINEERING-RELATED TECHNOLOGIES
MAJOR FIELD: ENGINEERING-RELATED TECHNOLOGIES 150000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53382	327	81	45661	468	93	38100	431	93	38384	49	35	30578	99	43	43979	1325	106
HIGH SALARY	112010			67282			57418			49500			43201			112010		
LOW SALARY	33168			30000			24216			30000			18800			18800		
FAC MIX PCT	0.25			0.35			0.33			0.04			0.07			1.00		
SALARY FACTOR	0.94			1.01			1.02			1.08			1.10			0.96		
#1 AVERAGE SALARY	50984	225		44089	329		37021	322		36613	31		30052	80		42156	956	
HIGH SALARY	77263			63818			55500			45320			41760			77263		
LOW SALARY	33168			30000			24216			30000			18800			18800		
FAC MIX PCT	0.24			0.34			0.34			0.03			0.08			1.00		
SALARY FACTOR	0.89			0.98			1.00			1.03			1.08			0.92		
#2 AVERAGE SALARY	58670	102		49384	139		41287	109		41434	18		32792	19		46704	369	
HIGH SALARY	112010			67282			57418			49500			43201			112010		
LOW SALARY	41422			34300			26948			30975			24397			24397		
FAC MIX PCT	0.28			0.38			0.30			0.05			0.05			1.00		
SALARY FACTOR	1.03			1.09			1.11			1.16			1.18			1.06		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: FOREIGN LANGUAGES AND LITERATURES
MAJOR FIELD: FOREIGN LANGUAGES AND LITERATURES 160000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55769	804	200	43083	790	210	34085	802	222	31874	116	77	26245	299	105	42322	2695	253
HIGH SALARY	118836			93892			68016			68016			46430			118836		
LOW SALARY	22357			23946			21150			25000			11358			11358		
FAC MIX PCT	0.30			0.29			0.30			0.04			0.11			1.00		
SALARY FACTOR	0.98			0.95			0.92			0.89			0.94			0.92		
#1 AVERAGE SALARY	49386	344		39733	426		32121	512		30741	78		25745	230		37223	1512	
HIGH SALARY	105744			93892			68016			68016			46430			105744		
LOW SALARY	22357			28056			23000			25000			11358			11358		
FAC MIX PCT	0.23			0.28			0.34			0.05			0.15			1.00		
SALARY FACTOR	0.87			0.88			0.86			0.86			0.92			0.81		
#2 AVERAGE SALARY	60543	460		47004	364		37553	290		34084	40		27912	69		48838	1183	
HIGH SALARY	118836			77699			58544			47478			42182			118836		
LOW SALARY	34000			23946			21150			27900			14832			14832		
FAC MIX PCT	0.39			0.31			0.25			0.03			0.06			1.00		
SALARY FACTOR	1.06			1.04			1.01			0.96			1.00			1.06		

DISCIPLINE: HOME ECONOMICS, GENERAL
MAJOR FIELD: HOME ECONOMICS 190000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54236	219	74	43031	299	80	35399	359	94	35817	34	24	27750	102	50	41147	979	105
HIGH SALARY	121036			77699			57235			52217			53532			121036		
LOW SALARY	20000			30846			19287			28000			13716			13716		
FAC MIX PCT	0.22			0.31			0.37			0.03			0.10			1.00		
SALARY FACTOR	0.95			0.95			0.95			1.00			0.99			0.90		
#1 AVERAGE SALARY	49919	137		40663	187		34374	256		34355	24		27423	78		38573	658	
HIGH SALARY	91212			59936			49759			40000			53532			91212		
LOW SALARY	20000			30846			19287			28000			13716			13716		
FAC MIX PCT	0.21			0.28			0.39			0.04			0.12			1.00		
SALARY FACTOR	0.88			0.90			0.92			0.96			0.98			0.84		
#2 AVERAGE SALARY	61450	82		46984	112		37949	103		39325	10		28814	24		46421	321	
HIGH SALARY	121036			77699			57235			52217			41956			121036		
LOW SALARY	39060			31896			26393			31000			18900			18900		
FAC MIX PCT	0.26			0.35			0.32			0.03			0.07			1.00		
SALARY FACTOR	1.08			1.04			1.02			1.10			1.03			1.01		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: ENGLISH LANGUAGE AND LITERATURE/LETTERS
MAJOR FIELD: ENGLISH LANGUAGE AND LITERATURE/LETTERS 230000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53460	2310	283	42228	1914	281	33312	1898	290	31667	270	147	24234	822	170	41397	6944	292
HIGH SALARY	148031			80863			63293			52879			44918			148031		
LOW SALARY	25344			25229			17500			19822			14398			14398		
FAC MIX PCT	0.33			0.28			0.27			0.04			0.12			1.00		
SALARY FACTOR	0.94			0.94			0.90			0.89			0.87			0.90		
#1 AVERAGE SALARY	48829	1206		38759	1077		31528	1285		30412	181		24068	672		37103	4240	
HIGH SALARY	85170			73073			51406			46842			40000			85170		
LOW SALARY	25344			27000			17500			19822			14398			14398		
FAC MIX PCT	0.28			0.25			0.30			0.04			0.16			1.00		
SALARY FACTOR	0.86			0.86			0.85			0.85			0.86			0.81		
#2 AVERAGE SALARY	58519	1104		46691	837		37050	613		34218	89		24978	150		48129	2704	
HIGH SALARY	148031			80863			63293			52879			44918			148031		
LOW SALARY	33097			25229			20000			25076			14400			14400		
FAC MIX PCT	0.41			0.31			0.23			0.03			0.06			1.00		
SALARY FACTOR	1.03			1.03			1.00			0.96			0.90			1.05		

DISCIPLINE: LIBRARY SCIENCE
MAJOR FIELD: LIBRARY SCIENCE 250000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	59012	84	31	47086	203	53	35226	232	48	33498	20	9	28710	68	22	41976	587	60
HIGH SALARY	116381			80863			60583			60583			47930			116381		
LOW SALARY	28109			23495			19339			24048			17625			17625		
FAC MIX PCT	0.14			0.35			0.40			0.03			0.12			1.00		
SALARY FACTOR	1.04			1.04			0.95			0.94			1.03			0.91		
#1 AVERAGE SALARY	52081	30		38788	83		31668	120		31025	8		27434	37		35544	270	
HIGH SALARY	84269			58692			47423			37500			39587			84269		
LOW SALARY	30911			23495			19750			24048			18045			18045		
FAC MIX PCT	0.11			0.31			0.44			0.03			0.14			1.00		
SALARY FACTOR	0.91			0.86			0.85			0.87			0.98			0.77		
#2 AVERAGE SALARY	62863	54		52826	120		39038	112		35147	12		30233	31		47455	317	
HIGH SALARY	116381			80863			60583			60583			47930			116381		
LOW SALARY	28109			24985			19339			27151			17625			17625		
FAC MIX PCT	0.17			0.38			0.35			0.04			0.10			1.00		
SALARY FACTOR	1.10			1.17			1.05			0.99			1.08			1.03		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: BIOLOGICAL SCIENCES/LIFE SCIENCES
MAJOR FIELD: BIOLOGICAL SCIENCES/LIFE SCIENCES 260000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	56391	2070	283	44717	1193	265	36946	1080	255	34861	197	120	27160	187	86	47474	4530	292
HIGH SALARY	176447			82058			67699			66020			50000			176447		
LOW SALARY	31472			25535			20455			24000			16680			16680		
FAC MIX PCT	0.46			0.26			0.24			0.04			0.04			1.00		
SALARY FACTOR	0.99			0.99			0.99			0.98			0.97			1.03		
#1 AVERAGE SALARY	50567	1116		40416	708		34216	691		33969	120		25954	135		42337	2650	
HIGH SALARY	125396			82058			67308			66020			50000			125396		
LOW SALARY	31472			25535			20455			25000			16680			16680		
FAC MIX PCT	0.42			0.27			0.26			0.05			0.05			1.00		
SALARY FACTOR	0.89			0.90			0.92			0.95			0.93			0.92		
#2 AVERAGE SALARY	63205	954		50996	485		41795	389		36250	77		30291	52		54714	1880	
HIGH SALARY	176447			81918			67699			51036			44268			176447		
LOW SALARY	37178			27445			23411			24000			20422			20422		
FAC MIX PCT	0.51			0.26			0.21			0.04			0.03			1.00		
SALARY FACTOR	1.11			1.13			1.12			1.02			1.09			1.19		

DISCIPLINE: MATHEMATICS
MAJOR FIELD: MATHEMATICS 270000

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	58869	1850	271	44891	1552	274	36084	1408	271	34773	184	114	26225	518	145	45602	5328	291
HIGH SALARY	182130			95632			65462			54181			55498			182130		
LOW SALARY	25002			13748			11715			20000			16000			11715		
FAC MIX PCT	0.35			0.29			0.26			0.03			0.10			1.00		
SALARY FACTOR	1.03			0.99			0.97			0.98			0.94			0.99		
#1 AVERAGE SALARY	52633	924		41855	927		34955	992		34314	126		25858	425		40727	3268	
HIGH SALARY	120000			73624			55297			46000			41008			120000		
LOW SALARY	25002			13748			11715			20000			16000			11715		
FAC MIX PCT	0.28			0.28			0.30			0.04			0.13			1.00		
SALARY FACTOR	0.92			0.93			0.94			0.96			0.93			0.89		
#2 AVERAGE SALARY	65091	926		49393	625		38778	416		35771	58		27901	93		53335	2060	
HIGH SALARY	182130			95632			65462			54181			55498			182130		
LOW SALARY	33832			30700			21600			21600			18462			18462		
FAC MIX PCT	0.45			0.30			0.20			0.03			0.05			1.00		
SALARY FACTOR	1.14			1.09			1.04			1.00			1.00			1.16		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES
MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES 300000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	50968	208	34	41249	131	30	33327	188	30	34644	15	10	25598	42	11	41029	569	49
HIGH SALARY	95724			57096			58041			50739			35992			95724		
LOW SALARY	25929			27993			25260			28702			14778			14778		
FAC MIX PCT	0.37			0.23			0.33			0.03			0.07			1.00		
SALARY FACTOR	0.89			0.91			0.90			0.97			0.92			0.89		
#1 AVERAGE SALARY	49095	165		39843	101		32087	154		34152	12		25616	41		39298	461	
HIGH SALARY	95724			55550			50739			50739			35992			95724		
LOW SALARY	25929			27993			25260			28702			14778			14778		
FAC MIX PCT	0.36			0.22			0.33			0.03			0.09			1.00		
SALARY FACTOR	0.86			0.88			0.86			0.96			0.92			0.86		
#2 AVERAGE SALARY	58155	43		45981	30		38942	34		36612	3		24840	1		48416	108	
HIGH SALARY	95000			57096			58041			39975			24840			95000		
LOW SALARY	39721			34863			28991			34860			24840			24840		
FAC MIX PCT	0.40			0.28			0.31			0.03			0.01			1.00		
SALARY FACTOR	1.02			1.02			1.05			1.03			0.89			1.05		

DISCIPLINE: PARKS, RECREATION, LEISURE & FITNESS STUDIES
MAJOR FIELD: PARKS, RECREATION, LEISURE, & FITNESS STUDIES 310000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53828	368	105	44323	366	111	35369	463	113	32048	57	36	28962	231	61	41384	1428	136
HIGH SALARY	94310			79280			57408			45000			48029			94310		
LOW SALARY	32500			31200			25085			25500			10738			10738		
FAC MIX PCT	0.26			0.26			0.32			0.04			0.16			1.00		
SALARY FACTOR	0.94			0.98			0.95			0.90			1.04			0.90		
#1 AVERAGE SALARY	49206	187		40424	187		33618	278		30727	40		28851	191		37505	843	
HIGH SALARY	80180			58529			48595			37000			48029			80180		
LOW SALARY	32500			31409			25085			25500			10738			10738		
FAC MIX PCT	0.22			0.22			0.33			0.05			0.23			1.00		
SALARY FACTOR	0.86			0.90			0.90			0.86			1.03			0.82		
#2 AVERAGE SALARY	58605	181		48396	179		38000	185		35157	17		29490	40		46974	585	
HIGH SALARY	94310			79280			57408			45000			45278			94310		
LOW SALARY	39546			31200			26203			30000			22013			22013		
FAC MIX PCT	0.31			0.31			0.32			0.03			0.07			1.00		
SALARY FACTOR	1.03			1.07			1.02			0.99			1.06			1.02		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION 380000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	58386	589	174	43136	394	159	33546	296	152	31955	59	47	26644	26	16	47515	1305	210
HIGH SALARY	166975			84556			49337			40000			35000			166975		
LOW SALARY	30510			24138			19998			19998			14925			14925		
FAC MIX PCT	0.45			0.30			0.23			0.05			0.02			1.00		
SALARY FACTOR	1.02			0.96			0.90			0.90			0.96			1.03		
#1 AVERAGE SALARY	52198	284		39541	203		32240	181		30894	39		24429	18		42458	686	
HIGH SALARY	110217			54807			44605			38000			35000			110217		
LOW SALARY	31810			28074			19998			19998			14925			14925		
FAC MIX PCT	0.41			0.30			0.26			0.06			0.03			1.00		
SALARY FACTOR	0.92			0.88			0.87			0.87			0.88			0.92		
#2 AVERAGE SALARY	64148	305		46957	191		35601	115		34023	20		31628	8		53119	619	
HIGH SALARY	166975			84556			49337			40000			34824			166975		
LOW SALARY	30510			24138			20863			20863			29064			20863		
FAC MIX PCT	0.49			0.31			0.19			0.03			0.01			1.00		
SALARY FACTOR	1.13			1.04			0.96			0.95			1.13			1.16		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: PHYSICAL SCIENCES 400000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56797	379	66	42851	215	62	35926	186	61	32671	26	21	26281	42	25	46867	822	82
HIGH SALARY	146667			73120			64595			41000			37255			146667		
LOW SALARY	30870			24204			21750			22228			14300			14300		
FAC MIX PCT	0.46			0.26			0.23			0.03			0.05			1.00		
SALARY FACTOR	1.00			0.95			0.97			0.92			0.94			1.02		
#1 AVERAGE SALARY	55204	217		40673	119		35056	88		32478	17		26071	27		45694	451	
HIGH SALARY	146667			65592			50722			41000			37255			146667		
LOW SALARY	30870			24204			21750			22228			14300			14300		
FAC MIX PCT	0.48			0.26			0.20			0.04			0.06			1.00		
SALARY FACTOR	0.97			0.90			0.94			0.91			0.93			0.99		
#2 AVERAGE SALARY	58932	162		45552	96		36708	98		33035	9		26658	15		48294	371	
HIGH SALARY	85298			73120			64595			39787			34824			85298		
LOW SALARY	39100			32561			25076			25076			22013			22013		
FAC MIX PCT	0.44			0.26			0.26			0.02			0.04			1.00		
SALARY FACTOR	1.03			1.01			0.99			0.93			0.96			1.05		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Chemistry, General
400501

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	58064	1306	241	43410	598	213	35661	585	205	33272	108	79	28119	70	43	48699	2559	265
HIGH SALARY	146667			91992			74574			48413			43627			146667		
LOW SALARY	20455			24465			15218			15218			17500			15218		
FAC MIX PCT	0.51			0.23			0.23			0.04			0.03			1.00		
SALARY FACTOR	1.02			0.96			0.96			0.93			1.01			1.06		
#1 AVERAGE SALARY	53816	755		40410	376		33915	389		32054	72		26243	50		44796	1570	
HIGH SALARY	146667			61110			52230			40000			40400			146667		
LOW SALARY	20455			24465			15218			15218			17500			15218		
FAC MIX PCT	0.48			0.24			0.25			0.05			0.03			1.00		
SALARY FACTOR	0.94			0.90			0.91			0.90			0.94			0.97		
#2 AVERAGE SALARY	63884	551		48491	222		39127	196		35708	36		32808	20		54894	989	
HIGH SALARY	130981			91992			74574			48413			43627			130981		
LOW SALARY	32941			32523			27500			27500			20904			20904		
FAC MIX PCT	0.56			0.22			0.20			0.04			0.02			1.00		
SALARY FACTOR	1.12			1.07			1.05			1.00			1.18			1.19		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology
400601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	57279	494	129	43714	268	117	35678	197	102	34459	31	27	26864	6	5	48913	965	154
HIGH SALARY	136022			75061			62425			46678			29364			136022		
LOW SALARY	35901			31600			24747			27000			24821			24747		
FAC MIX PCT	0.51			0.28			0.20			0.03			0.01			1.00		
SALARY FACTOR	1.00			0.97			0.96			0.97			0.96			1.06		
#1 AVERAGE SALARY	52426	283		41318	171		33813	127		33479	19		26864	6		44901	587	
HIGH SALARY	105896			65607			50685			40000			29364			105896		
LOW SALARY	35901			31600			24747			27000			24821			24747		
FAC MIX PCT	0.48			0.29			0.22			0.03			0.01			1.00		
SALARY FACTOR	0.92			0.92			0.91			0.94			0.96			0.98		
#2 AVERAGE SALARY	63789	211		47939	97		39062	70		36010	12					55142	378	
HIGH SALARY	136022			75061			62425			46678						136022		
LOW SALARY	38725			35325			27293			29500						27293		
FAC MIX PCT	0.56			0.26			0.19			0.03						1.00		
SALARY FACTOR	1.12			1.06			1.05			1.01						1.20		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Physics, General 400801

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	61006	1020	204	46391	506	177	37717	383	163	34821	61	53	27455	39	29	51959	1948	241
HIGH SALARY	170764			79280			70669			50678			41822			170764		
LOW SALARY	32966			28335			20000			20000			17500			17500		
FAC MIX PCT	0.52			0.26			0.20			0.03			0.02			1.00		
SALARY FACTOR	1.07			1.03			1.01			0.98			0.98			1.13		
#1 AVERAGE SALARY	54911	496		42835	289		35990	264		34125	43		26094	28		46283	1077	
HIGH SALARY	109897			64313			50016			50678			35750			109897		
LOW SALARY	32966			28335			20000			20000			17500			17500		
FAC MIX PCT	0.46			0.27			0.25			0.04			0.03			1.00		
SALARY FACTOR	0.96			0.95			0.97			0.96			0.94			1.01		
#2 AVERAGE SALARY	66774	524		51127	217		41549	119		36486	18		30920	11		58976	871	
HIGH SALARY	170764			79280			70669			48000			41822			170764		
LOW SALARY	37137			34149			24376			31000			20280			20280		
FAC MIX PCT	0.60			0.25			0.14			0.02			0.01			1.00		
SALARY FACTOR	1.17			1.13			1.12			1.02			1.11			1.28		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: PSYCHOLOGY 420000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56259	1571	253	43649	1022	247	34817	938	246	33013	158	107	28525	72	45	46546	3603	276
HIGH SALARY	148031			96686			75442			60580			51121			148031		
LOW SALARY	22950			21000			20700			20700			20000			20000		
FAC MIX PCT	0.44			0.28			0.26			0.04			0.02			1.00		
SALARY FACTOR	0.99			0.97			0.94			0.93			1.02			1.01		
#1 AVERAGE SALARY	51635	822		40202	596		33452	634		32161	102		26960	51		42314	2103	
HIGH SALARY	124232			61295			54272			40000			36000			124232		
LOW SALARY	22950			21000			24000			26000			20000			20000		
FAC MIX PCT	0.39			0.28			0.30			0.05			0.02			1.00		
SALARY FACTOR	0.91			0.89			0.90			0.90			0.97			0.92		
#2 AVERAGE SALARY	61334	749		48473	426		37664	304		34565	56		32326	21		52478	1500	
HIGH SALARY	148031			96686			75442			60580			51121			148031		
LOW SALARY	34681			29844			20700			20700			21735			20700		
FAC MIX PCT	0.50			0.28			0.20			0.04			0.01			1.00		
SALARY FACTOR	1.08			1.07			1.01			0.97			1.16			1.14		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: PROTECTIVE SERVICES 430000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52587	155	61	41689	143	64	34612	164	64	34805	39	29	28745	25	18	42110	487	80
HIGH SALARY	92211			66275			46800			45000			42105			92211		
LOW SALARY	32830			27560			23000			23000			22590			22590		
FAC MIX PCT	0.32			0.29			0.34			0.08			0.05			1.00		
SALARY FACTOR	0.92			0.92			0.93			0.98			1.03			0.92		
#1 AVERAGE SALARY	48669	98		40863	105		34030	121		34307	28		28023	23		39833	347	
HIGH SALARY	63409			64617			45000			43000			34011			64617		
LOW SALARY	32830			27560			23000			23000			22590			22590		
FAC MIX PCT	0.28			0.30			0.35			0.08			0.07			1.00		
SALARY FACTOR	0.85			0.91			0.91			0.96			1.00			0.87		
#2 AVERAGE SALARY	59323	57		43971	38		36252	43		36072	11		37053	2		47751	140	
HIGH SALARY	92211			66275			46800			45000			42105			92211		
LOW SALARY	35514			32022			27686			27686			32000			27686		
FAC MIX PCT	0.41			0.27			0.31			0.08			0.01			1.00		
SALARY FACTOR	1.04			0.97			0.97			1.01			1.33			1.04		

DISCIPLINE: PUBLIC ADMINISTRATION AND SERVICES
MAJOR FIELD: Social Work 440701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	57931	227	78	46060	300	104	36290	325	113	33056	43	28	32326	63	40	44589	915	132
HIGH SALARY	116381			86137			65028			40000			53190			116381		
LOW SALARY	38182			26186			26065			27000			18000			18000		
FAC MIX PCT	0.25			0.33			0.36			0.05			0.07			1.00		
SALARY FACTOR	1.02			1.02			0.98			0.93			1.16			0.97		
#1 AVERAGE SALARY	51794	80		41930	156		34376	200		32356	32		31716	45		39474	481	
HIGH SALARY	89999			82174			54595			40000			53190			89999		
LOW SALARY	38182			26186			26065			27000			18000			18000		
FAC MIX PCT	0.17			0.32			0.42			0.07			0.09			1.00		
SALARY FACTOR	0.91			0.93			0.92			0.91			1.14			0.86		
#2 AVERAGE SALARY	61271	147		50534	144		39352	125		35095	11		33852	18		50258	434	
HIGH SALARY	116381			86137			65028			38564			52254			116381		
LOW SALARY	38901			32121			26513			27750			25500			25500		
FAC MIX PCT	0.34			0.33			0.29			0.03			0.04			1.00		
SALARY FACTOR	1.07			1.12			1.06			0.98			1.21			1.09		

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Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD: Social Sciences, General 450101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	55917	400	67	45198	279	60	35153	286	64	31992	26	15	26044	39	22	45863	1004	83
HIGH SALARY	123403			80335			62860			40000			34910			123403		
LOW SALARY	30900			26928			15750			25076			16250			15750		
FAC MIX PCT	0.40			0.28			0.28			0.03			0.04			1.00		
SALARY FACTOR	0.98			1.00			0.95			0.90			0.93			1.00		
#1 AVERAGE SALARY	47979	184		38842	136		31815	161		32320	14		25023	32		39051	513	
HIGH SALARY	119100			53800			45600			40000			30000			119100		
LOW SALARY	30900			26928			15750			29032			16250			15750		
FAC MIX PCT	0.36			0.27			0.31			0.03			0.06			1.00		
SALARY FACTOR	0.84			0.86			0.86			0.91			0.90			0.85		
#2 AVERAGE SALARY	62680	216		51243	143		39452	125		31610	12		30709	7		52980	491	
HIGH SALARY	123403			80335			62860			39500			34910			123403		
LOW SALARY	39266			28560			25076			25076			24000			24000		
FAC MIX PCT	0.44			0.29			0.25			0.02			0.01			1.00		
SALARY FACTOR	1.10			1.14			1.06			0.89			1.10			1.15		

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD: Anthropology 450201

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	57237	261	87	44420	201	84	35695	138	67	32954	24	21	26402	7	7	47739	607	116
HIGH SALARY	126254			80335			54382			48157			34824			126254		
LOW SALARY	32000			30825			22737			24000			22805			22737		
FAC MIX PCT	0.43			0.33			0.23			0.04			0.01			1.00		
SALARY FACTOR	1.00			0.98			0.96			0.92			0.95			1.04		
#1 AVERAGE SALARY	52312	110		39764	100		33164	76		31096	15		23973	5		42512	291	
HIGH SALARY	106300			53417			44000			34500			25000			106300		
LOW SALARY	32000			30825			22737			24000			22805			22737		
FAC MIX PCT	0.38			0.34			0.26			0.05			0.02			1.00		
SALARY FACTOR	0.92			0.88			0.89			0.87			0.86			0.93		
#2 AVERAGE SALARY	60825	151		49030	101		38797	62		36051	9		32472	2		52553	316	
HIGH SALARY	126254			80335			54382			48157			34824			126254		
LOW SALARY	34214			31695			27826			30000			29064			27826		
FAC MIX PCT	0.48			0.32			0.20			0.03			0.01			1.00		
SALARY FACTOR	1.07			1.09			1.04			1.01			1.16			1.14		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES AND HISTORY

MAJOR FIELD: Economics, General 450601

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	61509	617	142	49145	413	134	42816	373	124	42046	38	25	31010	58	36	52030	1461	168
HIGH SALARY	147480			105125			87590			59388			44994			147480		
LOW SALARY	34102			30729			24000			28500			18000			18000		
FAC MIX PCT	0.42			0.28			0.26			0.03			0.04			1.00		
SALARY FACTOR	1.08			1.09			1.15			1.18			1.11			1.13		
#1 AVERAGE SALARY	58440	305		45894	202		41325	216		41313	22		30226	41		48769	764	
HIGH SALARY	127826			71724			58500			49000			42000			127826		
LOW SALARY	34102			30999			24000			28500			18000			18000		
FAC MIX PCT	0.40			0.26			0.28			0.03			0.05			1.00		
SALARY FACTOR	1.03			1.02			1.11			1.16			1.08			1.06		
#2 AVERAGE SALARY	64510	312		52257	211		44868	157		43055	16		32902	17		55605	697	
HIGH SALARY	147480			105125			87590			59388			44994			147480		
LOW SALARY	37054			30729			28800			28800			22491			22491		
FAC MIX PCT	0.45			0.30			0.23			0.02			0.02			1.00		
SALARY FACTOR	1.13			1.16			1.21			1.21			1.18			1.21		

DISCIPLINE: SOCIAL SCIENCES AND HISTORY

MAJOR FIELD: Geography 450701

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56218	359	122	43447	250	107	35615	239	108	34608	41	35	29759	32	29	46032	880	151
HIGH SALARY	145189			75857			54181			50617			50111			145189		
LOW SALARY	33590			29844			24000			24000			11725			11725		
FAC MIX PCT	0.41			0.28			0.27			0.05			0.04			1.00		
SALARY FACTOR	0.99			0.96			0.96			0.97			1.07			1.00		
#1 AVERAGE SALARY	51146	174		40933	148		33994	148		32635	23		28294	19		41975	489	
HIGH SALARY	85313			55180			46920			42000			50111			85313		
LOW SALARY	33590			29876			24000			24000			11725			11725		
FAC MIX PCT	0.36			0.30			0.30			0.05			0.04			1.00		
SALARY FACTOR	0.90			0.91			0.91			0.92			1.01			0.91		
#2 AVERAGE SALARY	60989	185		47096	102		38251	91		37130	18		31900	13		51105	391	
HIGH SALARY	145189			75857			54181			50617			40917			145189		
LOW SALARY	35351			29844			25719			27000			20376			20376		
FAC MIX PCT	0.47			0.26			0.23			0.05			0.03			1.00		
SALARY FACTOR	1.07			1.04			1.03			1.04			1.14			1.11		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES AND HISTORY

MAJOR FIELD: History, General 450801

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	55357	1443	249	43232	725	214	33484	722	212	32623	130	95	27465	73	46	46373	2963	259
HIGH SALARY	151819			83846			73272			65625			50470			151819		
LOW SALARY	22075			25000			22340			23364			21000			21000		
FAC MIX PCT	0.49			0.24			0.24			0.04			0.02			1.00		
SALARY FACTOR	0.97			0.96			0.90			0.92			0.98			1.01		
#1 AVERAGE SALARY	50567	828		39639	420		31921	469		31929	79		26787	55		42303	1772	
HIGH SALARY	94435			60962			65625			65625			34980			94435		
LOW SALARY	22075			25500			22340			24300			21000			21000		
FAC MIX PCT	0.47			0.24			0.26			0.04			0.03			1.00		
SALARY FACTOR	0.89			0.88			0.86			0.90			0.96			0.92		
#2 AVERAGE SALARY	61806	615		48181	305		36379	253		33698	51		29535	18		52428	1191	
HIGH SALARY	151819			83846			73272			55483			50470			151819		
LOW SALARY	32012			25000			23364			23364			21980			21980		
FAC MIX PCT	0.52			0.26			0.21			0.04			0.02			1.00		
SALARY FACTOR	1.08			1.07			0.98			0.95			1.06			1.14		

DISCIPLINE: SOCIAL SCIENCES AND HISTORY

MAJOR FIELD: Political Science, General 451001

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	57523	837	213	43697	554	196	34782	523	187	33069	85	63	28028	63	39	46692	1977	242
HIGH SALARY	130034			79808			65462			50800			48678			130034		
LOW SALARY	20918			28323			16000			16000			20636			16000		
FAC MIX PCT	0.42			0.28			0.26			0.04			0.03			1.00		
SALARY FACTOR	1.01			0.97			0.94			0.93			1.00			1.02		
#1 AVERAGE SALARY	52217	454		40693	321		33207	369		32342	63		26740	49		42189	1193	
HIGH SALARY	95050			67000			50800			50800			40000			95050		
LOW SALARY	20918			28338			16000			16000			20636			16000		
FAC MIX PCT	0.38			0.27			0.31			0.05			0.04			1.00		
SALARY FACTOR	0.92			0.90			0.89			0.91			0.96			0.92		
#2 AVERAGE SALARY	63812	383		47835	233		38555	154		35154	22		32534	14		53544	784	
HIGH SALARY	130034			79808			65462			42416			48678			130034		
LOW SALARY	34353			28323			26448			28755			22950			22950		
FAC MIX PCT	0.49			0.30			0.20			0.03			0.02			1.00		
SALARY FACTOR	1.12			1.06			1.04			0.99			1.17			1.17		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: SOCIAL SCIENCES AND HISTORY
MAJOR FIELD: Sociology 451101

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	53551	788	207	42732	581	194	34368	483	189	32583	94	77	28542	60	46	44632	1912	243
HIGH SALARY	102959			79280			57030			45371			42073			102959		
LOW SALARY	31403			26723			15300			26000			20000			15300		
FAC MIX PCT	0.41			0.30			0.25			0.05			0.03			1.00		
SALARY FACTOR	0.94			0.95			0.92			0.91			1.02			0.97		
#1 AVERAGE SALARY	49507	427		40231	351		32949	308		31566	62		27442	45		41241	1131	
HIGH SALARY	94181			70400			44218			38000			42073			94181		
LOW SALARY	31403			26723			23690			26000			20000			20000		
FAC MIX PCT	0.38			0.31			0.27			0.05			0.04			1.00		
SALARY FACTOR	0.87			0.89			0.89			0.89			0.98			0.90		
#2 AVERAGE SALARY	58334	361		46548	230		36865	175		34552	32		31842	15		49543	781	
HIGH SALARY	102959			79280			57030			45371			39966			102959		
LOW SALARY	38036			27636			15300			26000			21333			15300		
FAC MIX PCT	0.46			0.29			0.22			0.04			0.02			1.00		
SALARY FACTOR	1.02			1.03			0.99			0.97			1.14			1.08		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: VISUAL AND PERFORMING ARTS 500000

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51427	351	70	40033	369	73	33108	300	70	30810	49	24	25848	51	23	41152	1071	88
HIGH SALARY	85536			73216			59780			41500			38500			85536		
LOW SALARY	32935			26873			17992			21000			20000			17992		
FAC MIX PCT	0.33			0.34			0.28			0.05			0.05			1.00		
SALARY FACTOR	0.90			0.89			0.89			0.86			0.93			0.90		
#1 AVERAGE SALARY	47296	182		37237	232		30850	192		28917	29		25564	40		37449	646	
HIGH SALARY	85536			73216			59780			41500			38500			85536		
LOW SALARY	32935			26873			17992			21000			20000			17992		
FAC MIX PCT	0.28			0.36			0.30			0.04			0.06			1.00		
SALARY FACTOR	0.83			0.82			0.83			0.81			0.92			0.81		
#2 AVERAGE SALARY	55877	169		44769	137		37122	108		33553	20		26879	11		46779	425	
HIGH SALARY	84331			72595			51254			39821			37313			84331		
LOW SALARY	34227			27805			25076			25076			22000			22000		
FAC MIX PCT	0.40			0.32			0.25			0.05			0.03			1.00		
SALARY FACTOR	0.98			0.99			1.00			0.94			0.96			1.02		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Drama/Theater Arts, General 500501

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	54065	358	133	41122	345	144	32008	356	141	30956	67	50	27269	68	42	41518	1127	183
HIGH SALARY	101363			75354			48000			48000			40000			101363		
LOW SALARY	28000			28749			22300			23000			12000			12000		
FAC MIX PCT	0.32			0.31			0.32			0.06			0.06			1.00		
SALARY FACTOR	0.95			0.91			0.86			0.87			0.98			0.90		
#1 AVERAGE SALARY	48989	176		38467	194		30906	247		30120	48		27311	37		37812	654	
HIGH SALARY	86541			53885			48000			48000			40000			86541		
LOW SALARY	28000			30000			22300			23000			13125			13125		
FAC MIX PCT	0.27			0.30			0.38			0.07			0.06			1.00		
SALARY FACTOR	0.86			0.85			0.83			0.84			0.98			0.82		
#2 AVERAGE SALARY	58974	182		44532	151		34505	109		33069	19		27218	31		46643	473	
HIGH SALARY	101363			75354			47218			42080			38168			101363		
LOW SALARY	37905			28749			24000			27500			12000			12000		
FAC MIX PCT	0.38			0.32			0.23			0.04			0.07			1.00		
SALARY FACTOR	1.03			0.99			0.93			0.93			0.98			1.02		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Art, General 500701

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	51958	996	203	40854	751	202	33109	675	203	30687	112	76	26701	78	50	42745	2500	234
HIGH SALARY	127020			79280			63293			56658			38167			127020		
LOW SALARY	25748			26246			14263			15606			14850			14263		
FAC MIX PCT	0.40			0.30			0.27			0.04			0.03			1.00		
SALARY FACTOR	0.91			0.91			0.89			0.86			0.96			0.93		
#1 AVERAGE SALARY	47013	520		38239	495		31050	445		29788	80		25394	55		38672	1515	
HIGH SALARY	80000			63108			42756			42706			36000			80000		
LOW SALARY	25748			26246			14263			23000			16778			14263		
FAC MIX PCT	0.34			0.33			0.29			0.05			0.04			1.00		
SALARY FACTOR	0.82			0.85			0.83			0.84			0.91			0.84		
#2 AVERAGE SALARY	57361	476		45911	256		37094	230		32935	32		29825	23		49009	985	
HIGH SALARY	127020			79280			63293			56658			38167			127020		
LOW SALARY	36355			29869			15606			15606			14850			14850		
FAC MIX PCT	0.48			0.26			0.23			0.03			0.02			1.00		
SALARY FACTOR	1.01			1.02			1.00			0.92			1.07			1.07		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Music, General 500901

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	52271	1176	211	40692	1025	212	32558	869	205	30960	114	71	27205	171	89	42000	3241	241
HIGH SALARY	113926			79280			48967			44562			39738			113926		
LOW SALARY	26000			24575			19000			20000			13755			13755		
FAC MIX PCT	0.36			0.32			0.27			0.04			0.05			1.00		
SALARY FACTOR	0.92			0.90			0.88			0.87			0.98			0.91		
#1 AVERAGE SALARY	49497	711		38341	689		31277	643		29875	86		27064	125		39254	2168	
HIGH SALARY	94200			77716			44982			36804			39738			94200		
LOW SALARY	26000			24575			19000			20000			13755			13755		
FAC MIX PCT	0.33			0.32			0.30			0.04			0.06			1.00		
SALARY FACTOR	0.87			0.85			0.84			0.84			0.97			0.85		
#2 AVERAGE SALARY	56511	465		45513	336		36203	226		34294	28		27586	46		47549	1073	
HIGH SALARY	113926			79280			48967			44562			39000			113926		
LOW SALARY	34029			27805			24000			24000			16200			16200		
FAC MIX PCT	0.43			0.31			0.21			0.03			0.04			1.00		
SALARY FACTOR	0.99			1.01			0.97			0.96			0.99			1.03		

DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES
MAJOR FIELD: Speech-Language Pathology and Audiology 510204

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	54923	174	67	43767	145	63	36476	188	72	34581	13	11	28080	59	35	43139	566	88
HIGH SALARY	97783			71326			48292			45000			38168			97783		
LOW SALARY	38600			31450			22705			30000			21068			21068		
FAC MIX PCT	0.31			0.26			0.33			0.02			0.10			1.00		
SALARY FACTOR	0.96			0.97			0.98			0.97			1.01			0.94		
#1 AVERAGE SALARY	52709	100		40923	87		33967	104		35452	10		27555	45		40487	336	
HIGH SALARY	97783			60167			48292			45000			35000			97783		
LOW SALARY	38600			31450			22705			30000			21275			21275		
FAC MIX PCT	0.30			0.26			0.31			0.03			0.13			1.00		
SALARY FACTOR	0.92			0.91			0.91			0.99			0.99			0.88		
#2 AVERAGE SALARY	57915	74		48032	58		39584	84		31680	3		29765	14		47014	230	
HIGH SALARY	73904			71326			47008			33000			38168			73904		
LOW SALARY	43269			34767			26615			30975			21068			21068		
FAC MIX PCT	0.32			0.25			0.37			0.01			0.06			1.00		
SALARY FACTOR	1.02			1.06			1.06			0.89			1.07			1.02		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES
MAJOR FIELD: Nursing (R.N. Training) 511601

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	53005	291	111	42929	794	174	35548	1516	177	34747	160	80	30526	473	113	38334	3074	192
HIGH SALARY	96233			85610			65897			55483			49042			96233		
LOW SALARY	30775			24416			20351			25000			15803			15803		
FAC MIX PCT	0.09			0.26			0.49			0.05			0.15			1.00		
SALARY FACTOR	0.93			0.95			0.96			0.97			1.09			0.83		
#1 AVERAGE SALARY	51562	161		41187	551		33966	1135		32847	116		29804	355		36388	2202	
HIGH SALARY	95065			65965			57273			44000			48244			95065		
LOW SALARY	34121			24416			22042			25000			15803			15803		
FAC MIX PCT	0.07			0.25			0.52			0.05			0.16			1.00		
SALARY FACTOR	0.90			0.91			0.91			0.92			1.07			0.79		
#2 AVERAGE SALARY	54792	130		46878	243		40264	381		39758	44		32697	118		43249	872	
HIGH SALARY	96233			85610			65897			55483			49042			96233		
LOW SALARY	30775			28923			20351			27000			20455			20351		
FAC MIX PCT	0.15			0.28			0.44			0.05			0.14			1.00		
SALARY FACTOR	0.96			1.04			1.08			1.12			1.17			0.94		

DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES
MAJOR FIELD: Public Health, General 512201

GROUP	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	60084	147	35	44652	150	44	36532	144	42	35055	18	11	29830	36	16	45837	477	50
HIGH SALARY	164134			70454			58763			48892			45000			164134		
LOW SALARY	38692			31700			21814			21814			21600			21600		
FAC MIX PCT	0.31			0.31			0.30			0.04			0.08			1.00		
SALARY FACTOR	1.05			0.99			0.98			0.98			1.07			1.00		
#1 AVERAGE SALARY	48503	59		40066	68		33539	79		32335	13		29837	25		38881	231	
HIGH SALARY	71240			53074			45922			37800			45000			71240		
LOW SALARY	38692			31700			21814			21814			21600			21600		
FAC MIX PCT	0.26			0.29			0.34			0.06			0.11			1.00		
SALARY FACTOR	0.85			0.89			0.90			0.91			1.07			0.85		
#2 AVERAGE SALARY	67849	88		48455	82		40169	65		42127	5		29814	11		52369	246	
HIGH SALARY	164134			70454			58763			48892			34824			164134		
LOW SALARY	45763			31816			26713			34000			25400			25400		
FAC MIX PCT	0.36			0.33			0.26			0.02			0.04			1.00		
SALARY FACTOR	1.19			1.07			1.08			1.18			1.07			1.14		

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Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES

MAJOR FIELD: Occupational Therapy 512306

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51868	25	11	41421	42	15	37441	68	20	40735	8	6	31276	31	10	39469	166	24
HIGH SALARY	69026			53451			50825			49532			41000			69026		
LOW SALARY	37830			26940			22980			32000			19250			19250		
FAC MIX PCT	0.15			0.25			0.41			0.05			0.19			1.00		
SALARY FACTOR	0.91			0.92			1.01			1.14			1.12			0.86		
#1 AVERAGE SALARY	52047	12		39948	27		35572	38		38647	3		31227	24		37667	101	
HIGH SALARY	64098			49900			49092			49092			41000			64098		
LOW SALARY	44971			26940			22980			32000			19250			19250		
FAC MIX PCT	0.12			0.27			0.38			0.03			0.24			1.00		
SALARY FACTOR	0.91			0.88			0.96			1.08			1.12			0.82		
#2 AVERAGE SALARY	51703	13		44072	15		39807	30		41987	5		31443	7		42269	65	
HIGH SALARY	69026			53451			50825			49532			34440			69026		
LOW SALARY	37830			30702			33170			36457			23600			23600		
FAC MIX PCT	0.20			0.23			0.46			0.08			0.11			1.00		
SALARY FACTOR	0.91			0.98			1.07			1.18			1.13			0.92		

DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES

MAJOR FIELD: Physical Therapy 512308

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56262	22	14	46939	96	28	40751	76	28	42251	16	12	34230	30	15	44053	224	36
HIGH SALARY	76873			87200			61538			61538			49037			87200		
LOW SALARY	43032			27300			22980			25500			20450			20450		
FAC MIX PCT	0.10			0.43			0.34			0.07			0.13			1.00		
SALARY FACTOR	0.99			1.04			1.10			1.19			1.23			0.96		
#1 AVERAGE SALARY	52174	14		45238	64		39825	45		45151	12		33351	19		42615	142	
HIGH SALARY	64394			87200			61538			61538			49037			87200		
LOW SALARY	45000			27300			22980			34500			20450			20450		
FAC MIX PCT	0.10			0.45			0.32			0.08			0.13			1.00		
SALARY FACTOR	0.92			1.00			1.07			1.27			1.20			0.93		
#2 AVERAGE SALARY	63416	8		50342	32		42096	31		33552	4		35749	11		46542	82	
HIGH SALARY	76873			70645			53338			45000			43336			76873		
LOW SALARY	43032			32653			25500			25500			20600			20600		
FAC MIX PCT	0.10			0.39			0.38			0.05			0.13			1.00		
SALARY FACTOR	1.11			1.12			1.13			0.94			1.28			1.01		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
MAJOR FIELD: BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES 520000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	63702	636	91	52236	680	99	48309	587	94	49118	60	31	29969	137	46	53185	2040	108
HIGH SALARY	153000			91121			106828			75000			49106			153000		
LOW SALARY	24000			16339			22980			30000			16200			16200		
FAC MIX PCT	0.31			0.33			0.29			0.03			0.07			1.00		
SALARY FACTOR	1.12			1.16			1.30			1.38			1.07			1.16		
#1 AVERAGE SALARY	63748	377		51829	413		47713	382		49071	38		29286	97		52408	1269	
HIGH SALARY	153000			82100			106828			65000			42000			153000		
LOW SALARY	31896			16339			22980			30000			20600			16339		
FAC MIX PCT	0.30			0.33			0.30			0.03			0.08			1.00		
SALARY FACTOR	1.12			1.15			1.28			1.38			1.05			1.14		
#2 AVERAGE SALARY	63635	259		52864	267		49421	205		49200	22		31625	40		54464	771	
HIGH SALARY	111513			91121			82737			75000			49106			111513		
LOW SALARY	24000			32843			25000			31072			16200			16200		
FAC MIX PCT	0.34			0.35			0.27			0.03			0.05			1.00		
SALARY FACTOR	1.12			1.17			1.33			1.38			1.13			1.19		

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
MAJOR FIELD: Business Administration and Management, General 520201

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	62702	930	186	52823	948	195	48326	892	189	48402	114	72	32134	164	83	53430	2934	211
HIGH SALARY	145506			103015			88024			72404			55013			145506		
LOW SALARY	31876			26928			20191			22728			15876			15876		
FAC MIX PCT	0.32			0.32			0.30			0.04			0.06			1.00		
SALARY FACTOR	1.10			1.17			1.30			1.36			1.15			1.16		
#1 AVERAGE SALARY	60388	508		51186	571		47196	597		47996	79		31666	122		51136	1798	
HIGH SALARY	110000			78312			72000			65500			54495			110000		
LOW SALARY	31876			26928			20191			22728			15876			15876		
FAC MIX PCT	0.28			0.32			0.33			0.04			0.07			1.00		
SALARY FACTOR	1.06			1.13			1.27			1.35			1.14			1.11		
#2 AVERAGE SALARY	65489	422		55302	377		50612	295		49318	35		33493	42		57062	1136	
HIGH SALARY	145506			103015			88024			72404			55013			145506		
LOW SALARY	40518			28500			28773			34619			23831			23831		
FAC MIX PCT	0.37			0.33			0.26			0.03			0.04			1.00		
SALARY FACTOR	1.15			1.23			1.36			1.38			1.20			1.24		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
MAJOR FIELD: Accounting 520301

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	65633	544	153	55131	643	193	49557	619	185	53874	73	55	30838	161	77	54293	1967	218
HIGH SALARY	158938			155019			88891			84553			56862			158938		
LOW SALARY	37291			27250			24000			25000			16000			16000		
FAC MIX PCT	0.28			0.33			0.31			0.04			0.08			1.00		
SALARY FACTOR	1.15			1.22			1.33			1.51			1.11			1.18		
#1 AVERAGE SALARY	64625	338		53682	400		48626	426		52661	55		30174	126		52583	1290	
HIGH SALARY	103539			77500			72585			64000			55377			103539		
LOW SALARY	37291			27250			24000			25000			21000			21000		
FAC MIX PCT	0.26			0.31			0.33			0.04			0.10			1.00		
SALARY FACTOR	1.13			1.19			1.31			1.48			1.08			1.14		
#2 AVERAGE SALARY	67286	206		57517	243		51613	193		57581	18		33228	35		57550	677	
HIGH SALARY	158938			155019			88891			84553			56862			158938		
LOW SALARY	44570			34423			28288			37000			16000			16000		
FAC MIX PCT	0.30			0.36			0.29			0.03			0.05			1.00		
SALARY FACTOR	1.18			1.27			1.39			1.62			1.19			1.25		

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
MAJOR FIELD: Administrative Assistant/Secretarial Science, Gene 520401

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	51456	85	35	41357	88	39	36049	73	38	35433	3	3	27116	34	20	41309	280	57
HIGH SALARY	69180			62088			60204			39500			42720			69180		
LOW SALARY	27554			26738			22980			30000			19940			19940		
FAC MIX PCT	0.30			0.31			0.26			0.01			0.12			1.00		
SALARY FACTOR	0.90			0.92			0.97			0.99			0.97			0.90		
#1 AVERAGE SALARY	49663	64		40491	74		35229	60		35433	3		26673	27		40038	225	
HIGH SALARY	69180			62088			60204			39500			42720			69180		
LOW SALARY	27554			26738			22980			30000			19940			19940		
FAC MIX PCT	0.28			0.33			0.27			0.01			0.12			1.00		
SALARY FACTOR	0.87			0.90			0.95			0.99			0.96			0.87		
#2 AVERAGE SALARY	56921	21		45934	14		39832	13					28826	7		46509	55	
HIGH SALARY	68544			55974			45019						33500			68544		
LOW SALARY	46770			38530			32559						21441			21441		
FAC MIX PCT	0.38			0.25			0.24						0.13			1.00		
SALARY FACTOR	1.00			1.02			1.07						1.03			1.01		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

MAJOR FIELD: Business/Managerial Economics 520601

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	58691	298	85	49480	300	90	45034	256	88	47408	35	22	29318	29	20	50637	883	100
HIGH SALARY	89600			73494			67246			60000			46016			89600		
LOW SALARY	36208			25920			25350			30000			20000			20000		
FAC MIX PCT	0.34			0.34			0.29			0.04			0.03			1.00		
SALARY FACTOR	1.03			1.10			1.21			1.33			1.05			1.10		
#1 AVERAGE SALARY	56682	220		49058	229		45427	201		47510	31		28907	27		49653	677	
HIGH SALARY	89600			73494			67246			60000			46016			89600		
LOW SALARY	36208			25920			29277			30000			20000			20000		
FAC MIX PCT	0.32			0.34			0.30			0.05			0.04			1.00		
SALARY FACTOR	0.99			1.09			1.22			1.33			1.04			1.08		
#2 AVERAGE SALARY	64357	78		50840	71		43599	55		46618	4		34868	2		53870	206	
HIGH SALARY	85740			66963			61714			49000			39491			85740		
LOW SALARY	41244			33200			25350			42970			30245			25350		
FAC MIX PCT	0.38			0.34			0.27			0.02			0.01			1.00		
SALARY FACTOR	1.13			1.13			1.17			1.31			1.25			1.17		

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

MAJOR FIELD: Enterprise Management and Operation, General 520701

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
GROUP	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
ALL AVERAGE SALARY	62388	57	16	49875	49	17	45116	47	15	40811	10	7	47935	15	7	52615	168	20
HIGH SALARY	102691			64936			64740			53000			68544			102691		
LOW SALARY	43306			35281			25000			25000			28500			25000		
FAC MIX PCT	0.34			0.29			0.28			0.06			0.09			1.00		
SALARY FACTOR	1.09			1.10			1.21			1.14			1.72			1.15		
#1 AVERAGE SALARY	61082	42		49748	38		45483	42		40901	9		38593	10		51152	132	
HIGH SALARY	79869			61552			56512			53000			51249			79869		
LOW SALARY	43306			35281			25000			25000			28500			25000		
FAC MIX PCT	0.32			0.29			0.32			0.07			0.08			1.00		
SALARY FACTOR	1.07			1.10			1.22			1.15			1.38			1.11		
#2 AVERAGE SALARY	66043	15		50311	11		42037	5		40000	1		66617	5		57982	36	
HIGH SALARY	102691			64936			64740			40000			68544			102691		
LOW SALARY	52308			37650			33860			40000			62171			33860		
FAC MIX PCT	0.42			0.31			0.14			0.03			0.14			1.00		
SALARY FACTOR	1.16			1.11			1.13			1.12			2.39			1.26		

Group #1: Non-Collective Bargaining

Group #2: Collective Bargaining

DISCIPLINE: BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
MAJOR FIELD: Business Marketing and Marketing Management 521401

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	63399	336	102	52822	295	102	48727	272	101	47218	38	33	30833	66	38	53842	969	132
HIGH SALARY	169817			80554			67229			72404			55000			169817		
LOW SALARY	38895			32234			23429			18200			18981			18200		
FAC MIX PCT	0.35			0.30			0.28			0.04			0.07			1.00		
SALARY FACTOR	1.11			1.17			1.31			1.32			1.11			1.17		
#1 AVERAGE SALARY	62063	182		52751	181		48928	192		46835	27		30031	50		52461	605	
HIGH SALARY	119400			67673			63000			63000			55000			119400		
LOW SALARY	38895			33012			23429			18200			18981			18200		
FAC MIX PCT	0.30			0.30			0.32			0.04			0.08			1.00		
SALARY FACTOR	1.09			1.17			1.32			1.31			1.08			1.14		
#2 AVERAGE SALARY	64978	154		52935	114		48244	80		48156	11		33340	16		56138	364	
HIGH SALARY	169817			80554			67229			72404			53088			169817		
LOW SALARY	41509			32234			28785			35857			21441			21441		
FAC MIX PCT	0.42			0.31			0.22			0.03			0.04			1.00		
SALARY FACTOR	1.14			1.17			1.30			1.35			1.20			1.22		

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

GROUP	PROFESSOR SALARY	PROFESSOR NUM	PROFESSOR N/IS	ASSOC PROF SALARY	ASSOC PROF NUM	ASSOC PROF N/IS	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IS	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IS	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IS	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IS
ALL AVERAGE SALARY	56997	31610		45142	25837		37193	25451		35645	3606		27891	5835		45951	88733	307
HIGH SALARY	182130			155019			106828			84553			68544			182130		
LOW SALARY	17500			13748			11715			12103			10738			10738		
FAC MIX PCT	0.36			0.29			0.29			0.04			0.07			1.00		
SALARY FACTOR	1.00			1.00			1.00			1.00			1.00			1.00		
#1 AVERAGE SALARY	52641	17083		42389	15424		35713	16978		34696	2392		27221	4451		42282	53936	
HIGH SALARY	153000			93892			106828			68016			55377			153000		
LOW SALARY	17500			13748			11715			15218			10738			10738		
FAC MIX PCT	0.32			0.29			0.31			0.04			0.08			1.00		
SALARY FACTOR	0.92			0.94			0.96			0.97			0.98			0.92		
#2 AVERAGE SALARY	62119	14527		49220	10413		40159	8473		37515	1214		30046	1384		51636	34797	
HIGH SALARY	182130			155019			88891			84553			68544			182130		
LOW SALARY	24000			23946			15300			12103			12000			12000		
FAC MIX PCT	0.42			0.30			0.24			0.03			0.04			1.00		
SALARY FACTOR	1.09			1.09			1.08			1.05			1.08			1.12		

Appendix A

List of Participating Institutions

List of Participating Institutions

	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
Adams State College (CO)	*	*	*	*	*	*	*	*	*	
Alabama Agricultural and Mechanical University (AL)					*		*			*
Alabama State University (AL)	*	*	*	*	*	*	*	*	*	
Albany State College (GA)	*		*	*	*	*				*
Alcorn State University (MS)					*					*
ANGELO STATE UNIVERSITY (TX)	*	*	*	*	*	*	*	*	*	*
APPALACHIAN STATE UNIVERSITY (NC)	*	*	*	*	*	*	*	*	*	*
Arkansas State University (AR)	*	*	*	*	*		*	*		*
ARKANSAS TECH UNIVERSITY (AR)	*	*	*	*	*	*	*	*	*	*
Armstrong State College (GA)	*	*		*	*		*	*	*	*
Athens State College (AL)		*								
AUBURN UNIVERSITY AT MONTGOMERY (AL)	*	*	*	*	*	*	*	*	*	*
AUGUSTA COLLEGE (GA)	*	*	*	*	*	*	*	*	*	*
Austin Peay State University (TN)			*	*	*	*	*	*	*	*
Ball State University (IN)		*	*			*	*	*	*	*
Baruch College of the City University of New York (NY)	**									
Bayamon Technological University College (PR)		*	*					*		
Bemidji State University (MN)			**	**	**	**			**	
BLACK HILLS STATE COLLEGE (SD)	**	**	**	**	**	**	**	**	**	**
Bloomsburg University of Pennsylvania (PA)					**	**		**	**	
BLUEFIELD STATE COLLEGE (WV)	*	*	*	*	*	*	*	*	*	*
Boise State University (ID)	*	*		*		*	*		*	*
Bowie State University (MD)	*				*	*	*	*		*
Bowling Green State University (OH)	*		*	*	*					
Bridgewater State College (MA)			**	**		**	**	**	**	**
Brooklyn College of the City University of New York (NY)			**	**			**	**	**	
California Maritime Academy (CA)	**					**	**	**	**	**
California Polytechnic State University San Luis Obispo (CA)					**	**		**		
California State Polytechnic University-Pomona (CA)				**	**	**			**	**

Those institutions listed in CAPITAL LETTERS have participated in each of the last 10 years of the survey.

The double star (**) symbol denotes those participating institutions that have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not annually requested until the 1984-85 survey, and, has been continued each year since. One hundred five (105) of the 307 participating institutions (34.7%) had CBCs during 1993-94.

Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
California State University-Bakersfield (CA)	☆☆	☆☆	☆☆	☆☆		☆☆		☆☆		☆☆
California State University-Chico (CA)					☆☆					
California State University-Dominguez Hills (CA)		☆☆	☆☆		☆☆		☆☆	☆		
California State University-Fresno (CA)		☆☆				☆☆	☆	☆	☆☆	
California State University-Fullerton (CA)	☆☆	☆☆			☆☆	☆☆	☆☆	☆☆	☆☆	
California State University-Hayward (CA)	☆☆	☆☆	☆☆	☆☆		☆☆				
California State University-Long Beach (CA)	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆		☆☆	
California State University-Los Angeles (CA)	☆☆			☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	
California State University-Northridge (CA)	☆☆									
California State University-Sacramento (CA)				☆☆	☆☆		☆☆			☆☆
California State University-San Bernardino (CA)	☆☆	☆☆				☆☆	☆☆			
California State University-Stanislaus (CA)		☆☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆
California University of Pennsylvania (PA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆			
Cameron University (OK)				☆	☆	☆				
CASTLETON STATE COLLEGE (VT)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Central Connecticut State University (CT)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆			
Central Michigan University (MI)	☆☆	☆☆			☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
CENTRAL MISSOURI STATE UNIVERSITY (MO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Central Washington University (WA)	☆	☆	☆	☆	☆	☆				☆
Chadron State College (NE)	☆		☆	☆	☆	☆		☆	☆☆	☆☆
Chicago State University (IL)	☆☆	☆☆	☆☆					☆☆		
Christopher Newport University (VA)	☆	☆	☆		☆	☆	☆	☆	☆	☆
Citadel, (The) The Military College of South Carolina (SC)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
CLARION UNIVERSITY OF PENNSYLVANIA (PA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
CLEVELAND STATE UNIVERSITY (OH)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Clinch Valley College of the University of Virginia (VA)	☆	☆		☆	☆	☆	☆		☆	☆
College of Charleston (SC)	☆	☆		☆	☆	☆				
College of Staten Island of the City University of New York (NY)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆			☆☆
College of William and Mary (VA)	☆	☆								☆
Colorado School of Mines (CO)									☆	
COLUMBUS COLLEGE (GA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Concord College (WV)	☆	☆	☆		☆					☆
Coppin State College (MD)	☆		☆		☆			☆		
Corpus Christi State University (TX)	☆			☆	☆	☆	☆	☆		
Dakota State College (SD)	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
DELTA STATE UNIVERSITY (MS)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Dickinson State University (ND)	☆	☆	☆		☆	☆	☆			☆
East Carolina University (NC)										☆
EAST CENTRAL UNIVERSITY (OK)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
East Stroudsburg University of Pennsylvania (PA)		☆☆			☆☆	☆☆	☆☆		☆☆	☆☆

Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
East Tennessee State University (TN)	*		*	*	*	*	*	*		*
East Texas State University (TX)	*	*	*	*	*	*	*			*
East Texas State University at Texarkana (TX)		*	*	*	*	*	*		*	
EASTERN CONNECTICUT STATE UNIVERSITY (CT)	***	***	***	***	***	***	***	***	***	***
EASTERN ILLINOIS UNIVERSTIY (IL)	***	***	***	***	***	***	***	***	***	***
Eastern Kentucky University (KY)	*	*		*	*	*	*	*		*
Eastern Michigan University (MI)		***		***	***	***	***			***
Eastern Montana College (MT)	***		***	***	***		***		***	***
Eastern New Mexico University (NM)	*	*		*	*	*	*	*	*	*
Eastern Oregon State College (OR)		*		*			*			*
Eastern Washington University (WA)	*	*	*		*	*	*	*		*
EDINBORO UNIVERSITY OF PENNSYLVANIA (PA)	***	***	***	***	***	***	***	***	***	***
Elizabeth City State University (NC)			*					*		*
Emporia State University (KS)				*	*	*	*	*	*	*
Evergreen State College (WA)										*
Fairmont State College (WV)	*	*		*				*	*	
Fayetteville State University (NC)						*		*	*	*
Ferris State University (MI)									***	***
Fitchburg State College (MD)	***	***	***	***	***	***	***			***
Florida Agricultural and Mechanical University (FL)		***		*	***					
Florida Atlantic University (FL)		***	***	***	***	***	***			
Florida International University (FL)	***	***	***	***	***			*		***
FORT HAYS STATE UNIVERSITY (KS)	*	*	*	*	*	*	*	*	*	*
Fort Lewis College (CO)		*	*	*	*		*	*	*	*
Framingham State College (MA)							*			***
FRANCIS MARION COLLEGE (SC)	*	*	*	*	*	*	*	*	*	*
Frostburg State University (MD)	*	*	*	*	*	*	*	*	*	
George Mason University (VA)	*	*	*	*	*	*	*	*		
GEORGIA COLLEGE (GA)	*	*	*	*	*	*	*	*	*	*
Georgia Institute of Technology (GA)										*
GEORGIA SOUTHERN UNIVERSITY (GA)	*	*	*	*	*	*	*	*	*	*
Georgia Southwestern College (GA)	*	*		*	*	*	*	*	*	*
Georgia State University (GA)						*		*	*	
Glassboro State College (NJ)	***		***							
Glenville State College (WV)	*	*	*		*	*			***	*
Graduate School and University Center of the City University of New York (NY)		*	*					***		
Grambling State University (LA)	*		*	*	*	*	*	*	*	*
GRAND VALLEY STATE UNIVERSITY (MI)	*	*	*	*	*	*	*	*	*	*
HARRIS-STOWE STATE COLLEGE (MO)	*	*	*	*	*	*	*	*	*	*
Henderson State University (AR)	*		*	*		*	*	*		*
Humboldt State University (CA)										*
Idaho State University (ID)	*	*	*	*	*	*	*	*		
Illinois State University (IL)	*	*	*	*	*	*	*	*		*
Indiana State University (IN)	*	*	*	*	*	*	*	*	*	
Indiana University at Kokomo (IN)								*	*	*
Indiana University at South Bend (IN)								*	*	*
Indiana University Bloomington (IN)								*		*
Indiana University East (IN)	*			*				*	*	*
Indiana University Northwest (IN)								*	*	*

Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
Indiana University of Pennsylvania (PA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆
Indiana University-Purdue University at Fort Wayne (IN)								☆	☆	☆
Indiana University-Purdue University at Indianapolis (IN)								☆	☆	☆
Indiana University Southeast (IN)								☆	☆	☆
Jackson State University (MS)		☆	☆	☆	☆	☆			☆	☆
Jacksonville State University (AL)	☆		☆	☆	☆	☆	☆	☆	☆	☆
James Madison University (VA)	☆		☆	☆	☆	☆	☆	☆	☆	☆
Jersey City State College (NJ)	☆☆				☆☆	☆☆		☆☆		
John Jay College of Criminal Justice of the City University of New York (NY)	☆☆		☆☆	☆☆	☆☆					
Johnson State College (VT)					☆☆					
Kean College of New Jersey (NJ)				☆☆						
Keene State College (NH)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆			☆☆
KENNESAW STATE COLLEGE (GA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Kent State University (OH)		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Kentucky State University (KY)			☆	☆					☆	☆
Kutztown University of Pennsylvania (PA)	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆		☆☆	☆☆
Lake Superior State University (MI)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆			☆☆
Lamar University-Beaumont (TX)	☆	☆	☆			☆		☆		
LANDER COLLEGE (SC)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Langston University (OK)										☆
Laredo State University (TX)		☆					☆		☆	
Lehman College of the City University of New York (NY)				☆☆		☆☆				
Lewis-Clark State College (ID)	☆	☆	☆	☆	☆	☆	☆			
Lincoln University (MO)					☆	☆			☆	☆
Lincoln University of Pennsylvania (PA)			☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	
LIVINGSTON UNIVERSITY (AL)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Lock Haven University of Pennsylvania (PA)	☆☆			☆☆	☆☆	☆☆				☆☆
LONGWOOD COLLEGE (VA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Louisiana State University and Agricultural and Mechanical College (LA)								☆		
LOUISIANA STATE UNIVERSITY IN SHREVEPORT (LA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Louisiana Tech University (LA)	☆		☆	☆	☆	☆	☆	☆	☆	☆
Lyndon State College (VT)	☆☆		☆☆	☆☆	☆☆			☆☆	☆☆	☆☆
Maine Maritime Academy (ME)			☆	☆		☆☆	☆☆			
Mankato State University (MN)							☆		☆☆	☆☆
Mansfield University of Pennsylvania (PA)	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆		
MARSHALL UNIVERSITY (WV)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Mary Washington College (VA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
Massachusetts College of Art (MA)			☆☆	☆☆			☆☆	☆☆		
Massachusetts Maritime Academy (MA)		☆☆							☆☆	
Mayville State University (ND)	☆	☆	☆	☆	☆	☆	☆			☆
McNeese State University (LA)	☆	☆		☆	☆	☆	☆	☆	☆	☆
Medgar Evers College of the City University of New York (NY)									☆☆	
Medical College of Georgia (GA)								☆		
Medical College of South Carolina (SC)								☆		
Memphis State University (TN)		☆	☆	☆	☆	☆	☆	☆	☆	☆

Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
MESA STATE COLLEGE (CO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
METROPOLITAN STATE COLLEGE OF DENVER (CO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Metropolitan State University (MN)	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆	
Miami University-Oxford (OH)										☆
Michigan Technological University (MI)									☆	☆
MIDDLE TENNESSEE STATE UNIVERSITY (TN)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Midwestern State University (TX)	☆	☆	☆	☆			☆	☆	☆	
MILLERSVILLE UNIVERSITY OF PENNSYLVANIA (PA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Minot State University (ND)	☆	☆	☆	☆	☆		☆	☆	☆	☆
Mississippi University for Women (MS)	☆	☆	☆	☆		☆	☆	☆	☆	
Mississippi Valley State University (MS)						☆	☆		☆	☆
Missouri Southern State College (MO)	☆	☆	☆	☆	☆	☆	☆			☆
MISSOURI WESTERN STATE COLLEGE (MO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Montana College of Mineral Science & Technology (MT)	☆		☆	☆		☆	☆			☆
Montana State University (MT)										☆
Montclair State College (NJ)	☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆
Moorhead State University (MN)	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
MOREHEAD STATE UNIVERSITY (KY)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Morgan State University (MD)	☆		☆	☆	☆	☆	☆	☆	☆	☆
Murray State University (KY)		☆	☆	☆	☆	☆	☆	☆	☆	☆
New Jersey Institute of Technology (NJ)				☆☆	☆☆	☆☆		☆☆	☆☆	☆☆
New Mexico Highlands University (NM)		☆	☆	☆	☆	☆	☆	☆	☆	☆
New Mexico Institute of Mining and Technology (NM)									☆	
New Mexico State University (NM)										☆
Nicholls State University (LA)		☆			☆	☆	☆	☆		☆
North Adams State College (MA)		☆☆	☆☆	☆☆		☆☆	☆☆		☆☆	☆☆
North Carolina Agricultural and Technical State University (NC)	☆	☆	☆	☆	☆		☆			☆
North Carolina Central University (NC)		☆	☆	☆		☆				☆
North Georgia College (GA)		☆	☆							
NORTHEAST LOUISIANA UNIVERSITY (LA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Northeast Missouri State University (MO)	☆	☆	☆		☆	☆	☆	☆	☆	☆
NORTHEASTERN ILLINOIS UNIVERSITY (IL)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Northeastern State University (OK)		☆	☆	☆	☆	☆		☆		
NORTHERN ARIZONA UNIVERSITY (AZ)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Northern Illinois University (IL)	☆	☆	☆	☆	☆	☆	☆	☆		☆
Northern Kentucky University (KY)		☆	☆	☆	☆	☆	☆	☆	☆	☆
Northern Michigan University (MI)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		
Northern Montana College (MT)	☆☆		☆☆	☆☆	☆☆		☆☆			
NORTHERN STATE UNIVERSITY (SD)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Northwest Missouri State University (MO)	☆	☆	☆	☆	☆		☆	☆	☆	☆
Northwestern Oklahoma State University (OK)		☆				☆				
Northwestern State University of Louisiana (LA)	☆			☆	☆	☆	☆	☆	☆	☆
OAKLAND UNIVERSITY (MI)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Ohio State University (OH)						☆	☆			
Ohio State University-Lima Campus (OH)									☆	
Ohio State University-Newark Campus (OH)									☆	
Oklahoma Panhandle State University (OK)	☆	☆					☆	☆	☆	☆
OLD DOMINION UNIVERSITY (VA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆

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Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
Oregon Institute of Technology (OR)	☆	☆		☆	☆	☆	☆	☆	☆	☆
Pembroke State University (NC)	☆	☆						☆		☆
PERU STATE COLLEGE (NE)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
PITTSBURG STATE UNIVERSITY (KS)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Plymouth State College of the University System of New Hampshire (NH)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
Portland State University (OR)	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Prairie View A & M University (TX)								☆		☆
Purdue University Calumet (IN)	☆	☆	☆	☆	☆		☆	☆	☆	☆
Purdue University North Central (IN)								☆	☆	
Queens College of the City University of New York (NY)									☆☆	
Radford University (VA)	☆	☆	☆	☆	☆	☆		☆	☆	
Ramapo College of New Jersey (NJ)		☆☆			☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Rhode Island College (RI)	☆☆		☆☆	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆
Richard Stockton College of New Jersey (NJ)										☆☆
Rowan College of New Jersey (NJ)										☆☆
Rutgers, The State University of New Jersey (NJ)									☆☆	☆☆
Saginaw Valley State University (MI)		☆☆	☆☆		☆☆	☆☆	☆☆		☆☆	☆☆
Salem State University (MA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆
Salisbury State University (MD)	☆	☆		☆	☆	☆	☆	☆	☆	☆
Sam Houston State University (TX)		☆	☆	☆	☆	☆		☆	☆	☆
San Diego State University (CA)		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆			☆☆
San Francisco State University (CA)				☆☆	☆☆			☆☆	☆☆	☆☆
San Jose State University (CA)								☆☆		☆☆
SANGAMON STATE UNIVERSITY (IL)	☆	☆	☆	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆
Savannah State College (GA)	☆	☆			☆	☆	☆	☆		
Shawnee State University (OH)							☆☆			☆☆
Shepherd College (WV)	☆	☆	☆	☆		☆		☆	☆	☆
Shippensburg University of Pennsylvania (PA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆
Slippery Rock University of Pennsylvania (PA)			☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆
SONOMA STATE UNIVERSITY (CA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
South Carolina State University (SC)									☆	
South Dakota School of Mines and Technology (SD)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	
South Dakota State University (SD)										☆☆
SOUTHEAST MISSOURI STATE UNIVERSITY (MO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Southeastern Louisiana University (LA)		☆	☆	☆	☆	☆	☆	☆	☆	☆
Southeastern Oklahoma State University (OK)	☆				☆	☆	☆	☆	☆	☆
Southern Arkansas University (AR)	☆	☆	☆	☆	☆		☆	☆	☆	☆
SOUTHERN COLLEGE OF TECHNOLOGY (GA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Southern Connecticut State University (CT)	☆☆	☆☆		☆☆	☆☆		☆☆	☆☆	☆☆	☆☆
Southern Illinois University at Carbondale (IL)		☆	☆	☆	☆	☆		☆	☆	☆
SOUTHERN ILLINOIS UNIVERSITY AT EDWARDSVILLE (IL)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Southern Oregon State College (OR)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	
Southern University and Agricultural and Mechanical College (LA)								☆☆	☆	☆
Southern Utah University (UT)	☆	☆	☆				☆			

Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
SOUTHWEST MISSOURI STATE UNIVERSITY (MO)	☆	☆	☆	☆	☆	★	☆	☆	☆	☆
Southwest State University (MN)	☆☆	☆☆	☆☆		☆☆	☆☆			☆☆	☆☆
SOUTHWEST TEXAS STATE UNIVERSITY (TX)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Southwestern Oklahoma State University (OK)	☆	☆	☆		☆	☆		☆		☆
St. Cloud State University (MN)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆
St. Mary's College of Maryland (MD)								☆	☆	☆
State University of New York at Binghamton (NY)									☆☆	☆☆
State University of New York at Stony Brook (NY)								☆☆	☆☆	☆☆
State University of New York-College at Brockport (NY)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆			☆☆
State University of New York College at Buffalo (NY)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	
State University of New York-College at Cortland (NY)	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆
State University of New York-College at Fredonia (NY)		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
State University of New York-College at Geneseo (NY)	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆
State University of New York-College at New Paltz (NY)						☆☆				☆
State University of New York-College at Old Westbury (NY)	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	
State University of New York-College at Oneonta (NY)	☆☆						☆☆	☆☆	☆☆	☆☆
State University of New York-College at Oswego (NY)					☆☆		☆☆	☆☆	☆☆	☆☆
State University of New York-College at Plattsburgh (NY)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆			☆☆
STATE UNIVERSITY OF NEW YORK-COLLEGE AT POTSDAM (NY)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
State University of New York-College at Purchase (NY)						☆☆				
State University of New York-Empire State College (NY)							☆☆	☆☆	☆☆	
State University of New York-Institute of Technology at Utica/Rome (NY)	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	
Stephen F. Austin State University (TX)	☆	☆	☆	☆	☆	☆	☆			
Stockton State College (NJ)	☆☆	☆☆			☆☆		☆☆	☆☆	☆☆	
Sul Ross State University (TX)	☆	☆	☆	☆		☆				☆
Tarleton State University (TX)							☆	☆	☆	☆
Temple University (PA)								☆☆	☆☆	☆☆
Tennessee State University (TN)							☆			
TENNESSEE TECHNOLOGICAL UNIVERSITY (TN)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Texas A & I University (TX)	☆	☆	☆	☆	☆	☆	☆	☆		
Texas A & M University at Corpus Christi (TX)										☆
Texas A & M University at Galveston (TX)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
Texas Southern University (TX)								☆		
Texas Tech University (TX)								☆	☆	☆

Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
Texas Tech University Health Science Center (TX)								☆		
Texas Woman's University (TX)	☆		☆		☆	☆	☆			☆
TOWSON STATE UNIVERSITY (MD)	☆	☆	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Trenton State College (NJ)	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Troy State University (AL)	☆	☆	☆	☆	☆	☆	☆	☆		☆
Troy State University at Dothan (AL)										☆
Union County College (NJ)							★			
United States Naval Academy (MD)								☆	☆☆	☆☆
University at Albany, State University of New York (NY)								☆		☆☆
UNIVERSITY OF AKRON (OH)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Alabama at Birmingham (AL)								☆		☆
University of Alabama in Huntsville (AL)						☆	☆		☆	☆
University of Alaska Anchorage, Kenai Pennisula College (AK)		☆	☆	☆				☆		
University of Alaska Fairbanks (AK)	☆									
University of Alaska Southeast, Ketchikan Campus (AK)	☆☆			☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
University of Arkansas at Little Rock (AR)	☆	☆	☆	☆	☆	☆	☆	☆		☆
University of Arkansas at Monticello (AR)	☆	☆	☆	☆		☆				
University of Baltimore (MD)	☆	☆			☆		☆		☆	
University of California Santa Cruz (CA)										☆
University of Central Arkansas (AR)	☆	☆	☆		☆	☆	☆	☆		☆
University of Central Florida (FL)	☆☆	☆☆	☆☆	☆☆			☆☆	☆☆	☆☆	☆☆
UNIVERSITY OF CENTRAL OKLAHOMA (OK)	★	★	★	★	★	★	★	★	★	★
University of Colorado at Colorado Springs (CO)	☆	☆	☆	☆	☆	☆	☆	☆		☆
University of Colorado at Denver (CO)	☆		☆	☆	☆	☆	☆	☆	☆	
University of Delaware (DE)								☆☆	☆☆	☆☆
University of Guam (GU)							☆			☆☆
University of Hawaii at Hilo (HI)			☆☆				☆☆	☆☆	☆☆	
University of Hawaii-West Oahu (HI)									☆☆	
University of Houston (TX)								☆		
UNIVERSITY OF HOUSTON-CLEAR LAKE (TX)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Houston-Downtown (TX)	☆			☆					☆	
University of Houston-Victoria (TX)				☆	☆		☆			
University of Maine (ME)									☆☆	☆☆
University of Maine at Farmington (ME)	☆☆		☆☆		☆☆		☆☆	☆☆	☆☆	☆☆
University of Maine at Fort Kent (ME)			☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
University of Maine at Machias (ME)										☆☆
University of Maine at Presque Isle (ME)	☆☆	☆☆		☆☆	☆☆		☆☆	☆☆	☆☆	☆☆
University of Maine System (ME)					☆☆					
University of Maryland Baltimore (MD)										☆
UNIVERSITY OF MARYLAND BALTIMORE COUNTY (MD)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Massachusetts Amherst (MA)										☆
University of Massachusetts at Boston (MA)									☆☆	☆☆
University of Massachusetts Dartmouth (MA)		☆☆	☆☆	☆☆		☆☆			☆☆	☆☆
University of Massachusetts Lowell (MA)	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
University of Michigan-Dearborn (MI)									☆	☆
University of Minnesota, Duluth (MN)					☆☆	☆☆		☆☆	☆☆	

Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
University of Minnesota, Morris (MN)								☆	☆	☆
University of Mississippi-Medical Center (MS)								☆		
University of Missouri-Kansas City (MO)								☆	☆	☆
University of Missouri-St. Louis (MO)	☆	☆		☆	☆	☆	☆	☆	☆	☆
University of Montana (MT)								☆☆		
University of Montevallo (AL)	☆	☆	☆	☆	☆	☆	☆	☆		☆
University of Nebraska at Kearney (NE)	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
UNIVERSITY OF NEBRASKA AT OMAHA (NE)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
University of Nebraska-Medical Center (NE)				☆				☆		
University of Nevada-Las Vegas (NV)	☆	☆	☆	☆	☆	☆		☆		
University of New Orleans (LA)				☆						
University of North Alabama (AL)	☆	☆	☆							
University of North Carolina at Asheville (NC)	☆		☆	☆	☆	☆	☆	☆	☆	☆
University of North Carolina at Charlotte (NC)	☆	☆	☆	☆	☆	☆	☆		☆	☆
UNIVERSITY OF NORTH CAROLINA AT GREENSBORO (NC)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of North Carolina at Wilmington (NC)	☆		☆	☆	☆	☆	☆	☆	☆	☆
University of North Florida (FL)			☆☆	☆☆			☆☆	☆☆	☆☆	☆☆
UNIVERSITY OF NORTH TEXAS (TX)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
UNIVERSITY OF NORTHERN COLORADO (CO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Northern Iowa (IA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆	
University of Pittsburgh at Bradford (PA)			☆	☆	☆	☆	☆	☆	☆	☆
University of Pittsburgh at Johnstown (PA)			☆		☆	☆	☆	☆	☆	☆
University of Puerto Rico at Arecibo (PR)	☆☆	☆☆								
University of Puerto Rico at Bayamon (PR)									☆	
University of Puerto Rico, Cayey University College (PR)	☆		☆				☆			☆
University of Puerto Rico, Colegio Regional De La Montana Regional College (PR)	☆									
University of Puerto Rico-Humacao University College (PR)	☆	☆	☆		☆	☆	☆	☆	☆	☆
University of Puerto Rico-Mayaguez Campus (PR)		☆						☆☆		
University of Puerto Rico-Medical Sciences Campus (PR)		☆	☆					☆☆		
University of Puerto Rico-Ponce Technological University College (PR)		☆	☆					☆	☆	
University of Puerto Rico-Rio Piedras Campus (PR)	☆	☆	☆							
University of Rhode Island (RI)										☆
University of Science and Art of Oklahoma (OK)	☆	☆	☆	☆	☆	☆	☆			☆
UNIVERSITY OF SOUTH ALABAMA (AL)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
UNIVERSITY OF SOUTH CAROLINA AT AIKEN (SC)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of South Carolina at Spartanburg (SC)	☆	☆	☆	☆	☆	☆	☆		☆	☆
University of South Carolina-Coastal Carolina College (SC)				☆	☆	☆	☆	☆	☆	

Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
University of South Dakota (SD)						☆☆		☆☆		☆☆
University of South Florida (FL)		☆☆	☆☆	☆☆	☆☆		☆☆			☆☆
UNIVERSITY OF SOUTHERN COLORADO (CO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
UNIVERSITY OF SOUTHERN INDIANA (IN)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Southern Maine (ME)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆			☆☆
University of Southern Mississippi (MS)	☆		☆	☆	☆	☆	☆	☆	☆	☆
University of Southwestern Louisiana (LA)	☆	☆	☆		☆	☆	☆	☆		☆
UNIVERSITY OF TENNESSEE AT CHATTANOOGA (TN)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
UNIVERSITY OF TENNESSEE AT MARTIN (TN)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Tennessee, Memphis (TN)								☆	☆	☆
University of Texas at Arlington (TX)								☆		
University of Texas at Dallas (TX)	☆	☆	☆	☆	☆	☆	☆			☆
University of Texas at El Paso (TX)							☆	☆	☆	☆
UNIVERSITY OF TEXAS AT SAN ANTONIO (TX)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Texas at Tyler (TX)		☆	☆	☆		☆	☆	☆	☆	☆
University of Texas Health Science Center at San Antonio (TX)								☆		
University of Texas of the Permian Basin (TX)	☆	☆	☆	☆				☆		☆
University of Texas-Pan American (TX)	☆	☆	☆		☆				☆	☆
University of the District of Columbia (DC)	☆☆	☆☆		☆☆	☆☆	☆☆			☆☆	☆☆
University of the Virgin Islands-St. Croix (VI)	☆	☆	☆		☆	☆				
UNIVERSITY OF THE VIRGIN ISLANDS-ST. THOMAS (VI)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Toledo (OH)	☆	☆						☆☆	☆☆	☆☆
University of West Florida (FL)	☆☆	☆☆		☆☆		☆☆	☆☆			☆☆
UNIVERSITY OF WISCONSIN-EAU CLAIRE (WI)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Wisconsin-Green Bay (WI)	☆	☆	☆	☆	☆	☆	☆	☆		☆
University of Wisconsin-La Crosse (WI)		☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Wisconsin-Oshkosh (WI)	☆	☆	☆	☆	☆	☆	☆	☆		☆
University of Wisconsin-Parkside (WI)				☆	☆	☆	☆	☆	☆	☆
UNIVERSITY OF WISCONSIN-PLATTEVILLE (WI)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Wisconsin-River Falls (WI)				☆						
University of Wisconsin-Stevens Point (WI)	☆	☆	☆	☆	☆		☆	☆	☆	☆
University of Wisconsin-Stout (WI)	☆	☆		☆	☆		☆		☆	☆
University of Wisconsin-Superior (WI)	☆	☆	☆	☆	☆		☆	☆	☆	☆
University of Wisconsin-Whitewater (WI)	☆	☆		☆	☆		☆	☆	☆	☆
Valdosta State College (GA)	☆	☆	☆	☆	☆	☆		☆	☆	☆
Valley City State University (ND)	☆	☆	☆		☆	☆	☆	☆	☆	☆
Virginia Commonwealth University (VA)					☆		☆		☆	
Virginia State University (VA)										☆
Washburn University of Topeka (KS)	☆		☆		☆	☆	☆	☆	☆	☆
Wayne State College (NE)	☆☆		☆☆		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
WEBER STATE UNIVERSITY (UT)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
West Chester University of Pennsylvania (PA)	☆☆		☆☆			☆☆	☆☆	☆☆	☆☆	☆☆
WEST GEORGIA COLLEGE (GA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
West Liberty State College (WV)	☆	☆		☆	☆	☆				☆

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Participating Institutions (continued):	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94
West Texas State University (TX)	★	★	★	★	★	★				
West Virginia Graduate College (WV)	☆	☆	☆	☆	☆	☆	☆	☆		
West Virginia Institute of Technology (WV)	☆	☆	☆	☆	☆	☆	☆	☆		☆
West Virginia State College (WV)	☆		★	☆☆	★	★	★	★		
Western Carolina University (NC)	☆	☆	☆	☆	☆	☆	☆	☆		☆
Western Connecticut State University (CT)	☆☆		☆☆	☆☆	☆☆	☆☆	☆☆			
WESTERN ILLINOIS UNIVERSITY (IL)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
WESTERN KENTUCKY UNIVERSITY (KY)	★	★	★	★	★	★	★	★	★	★
WESTERN MICHIGAN UNIVERSITY (MI)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Western Montana College of the University of Montana (MT)		☆☆		☆☆	☆☆	☆☆	☆☆	☆☆		☆☆
Western New Mexico University (NM)	☆	☆☆	☆	☆	☆		☆			
WESTERN OREGON STATE COLLEGE (OR)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Western State College of Colorado (CO)	☆	☆	☆	☆	☆	☆☆	☆			
Western Washington University (WA)	☆	☆		☆	☆	☆	☆	☆	☆	☆
Westfield State College (MA)	☆☆	☆☆				☆☆				
WICHITA STATE UNIVERSITY (KS)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
William Paterson College of New Jersey (NJ)		☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
Winona State University (MN)	☆☆			☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	
Winston-Salem State University (NC)		☆	☆	☆		☆	☆	☆	☆	☆
Winthrop University (SC)		☆	☆	☆	☆		☆	☆	☆	
Worcester State College (MA)	☆☆					☆☆		☆☆	☆☆	☆☆
Wright State University (OH)			☆		☆	☆	☆	☆		☆
York College (NY)								☆☆		
YOUNGSTOWN STATE UNIVERSITY (OH)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆
	272	262	261	272	281	279	282	290	269	307

Total number of public colleges and universities that participated in the faculty salary survey for the first time in the last ten years during 1993-94: 20.

Total number of public colleges and universities that have participated in the survey at least once during the last 10 years of the survey: 441.

Total number of public colleges and universities that have participated in each of the 10 years of the survey: 79.

GRAND TOTAL of times public colleges and universities have participated in the survey over the last 10 years (1983-84 through 1993-94): 2,990.

Appendix B

Special Study Order Form

CUPA

SPECIAL STUDY ORDER FORM
CUPA 1993-94 Public Faculty Salary Survey

INSTRUCTIONS: To avoid delays in processing your order, please follow these instructions:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment by check made payable to CUPA or purchase order number.
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 301, Washington, DC 20036-1250, FAX (202) 429-0149 and a copy of the request to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX 704-262-2126. To maintain confidentiality of data, all requests for Data Display #1 must be pre-approved. CUPA reserves the right to refuse a special studies request. If you have any questions, contact Lois Vincent at the CUPA National Office at 202-429-0311, Ext. 4.

PROFILE:

Name_____Title_____

Institution_____

Address_____

City,State,ZIP_____Phone_____

Note: The information below only applies to the 1993-94 survey year and is subject to change without notice.

BASIC FEES:

Please check the appropriate category:

- ❑ $250 (CUPA members who participated in the 1993-94 study)
- ❑ $340 (CUPA members who did *not* participate in the 1993-94 study and nonmembers who *did* participate)
- ❑ $425 (CUPA nonmember institutions who did *not* participate in the study and other nonprofit organizations)
- ❑ $575 (All others)

Did your institution participate in the 1993-94 survey? ___Yes ____No
Is your institution a member of CUPA? ____Yes ____No

DELIVERY:

Normally, studies will be sent first-class mail within two weeks after the request and payment have been received by the CUPA national office.

TYPES OF DATA DISPLAYS: (Use a separate sheet for additional requests. Refer to pages vii and ix of the survey report for a complete explanation of the studies.)

(Please check only one)

____1. Salary Display by average, high, and low salaries (Because this salary display includes specific institutional data for the requesting institution, all orders must be accompanied by a letter of authorization from the President or his or her designated representative on institutional letterhead. Submit all requests in writing to Dr. Richard D. Howe at the address indicated above, in addition to submitting to CUPA).

____2. Percentile Rank (PR) Display

____3. Salary Trend Display (Comparison between two survey year's data—only those institutions that have participated in each of the years requesting)

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____4. Other Trend Displays (please specify on a separate sheet; additional costs may be incurred)
____5. Other (please explain on a separate sheet; additional costs may be incurred)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification

   4-Year College_____ University_____ All_____

2. Affiliation

   Public_____ Private/Religious_____ Private/Nonreligious_____

3. General Budget

   Less than $_____ More than $_____ Between $_____ and $_____

4. FTE Enrollment

   Less than _____ More than _____ Between _____ and _____

5. FTE Faculty

   Less than _____ More than _____ Between _____ and _____

6. Geographic Area—States (please do not abbreviate)

_____

_____ _____

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix A, *List of Participating Institutions*, of the survey report to ensure that the desired institutions *did* participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements in each cell will be made available. Your institution's data will be included only if specifically requested.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

PAYMENT INFORMATION

Please check all that apply:

❑ I am a CUPA member ❑ I am not a CUPA member

❑ My check is enclosed for $_____

❑ Please bill me. $ _____ **Must include PO#**_____

Please forward your request (be sure to include check or purchase order number) to:
CUPA Special Studies, 1233 20th Street, NW, Suite 301, Washington, DC 20036-1250.

Send a **copy** of the completed form and authorization letter (if applicable) to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX 704-262-2126.

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College and University Personnel Association
1233 20th St., NW, Suite 301
Washington, DC 20036-1250

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